

# Current Expense Budget



## VOLUME 1

• Operating Budget Overview

Janet S. Owens  
County Executive

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**FISCAL YEAR 2003  
CURRENT EXPENSE BUDGET**

**JANET S. OWENS**  
*COUNTY EXECUTIVE*

**ANNE ARUNDEL COUNTY, MARYLAND**

**JOHN M. BRUSNIGHAN**  
*CHIEF ADMINISTRATIVE OFFICER*

**JOHN R. HAMMOND**  
*BUDGET OFFICER*

**ANNE ARUNDEL COUNTY COUNCIL**

**BILL D. BURLISON**  
*Chairperson*

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SHIRLEY MURPHY  
CATHLEEN M. VITALE  
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**PREPARED BY**  
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**ANNE ARUNDEL COUNTY, MARYLAND**

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*WAYNE R. GREKSA*  
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*KURT D. SVENDSEN*

**ADMINISTRATIVE SUPPORT**  
*PAT BLEVINS*

# **PRELIMINARY STATEMENTS**

**A brief explanation of the county's budget document is provided in the Budget Guide. In addition, information about the county's organizational structure, financial administration and budget process is provided, as well as a glossary of terms and a summary of the FY2003 operating budget reflecting all the various funds which comprise the budget.**

## THE BUDGET GUIDE

This section explains the format and content of the Fiscal Year 2003 budget documents.

This volume, the Current Expense Budget, provides all summary and supporting data on the general financial condition of the county and details services, programs, and staffing levels proposed for all departments and agencies. It also contains summary data for the county's Capital Budget and Program. More detailed information on the Capital Budget is included in a companion volume - the "FY2003 Capital Budget and Program."

**"The Preliminary Statements"** include a description of the county organization and budget process. The glossary, immediately following, defines terms used throughout the document.

Information is presented on revenues and appropriations for all funds. Debt statements and schedules show the actual and projected debt service requirements of the county through 2008.

**"The FY2003 Department Detail"** section presents program information including statements of responsibilities, and budget detail by objects of expenditure. Staffing data is presented on a department-wide basis for the current year and for the new budget year. Expenditure information is summarized on a department-wide basis by sub-department and expenditure object for the actual FY2001 year, the current FY2002 budget year and the approved FY2003 budget. Individual sub-department pages summarize sub-item appropriation data for FY2002 and FY2003.

**"Appendices"** include the information on budgeted positions, position summaries, and salary schedules for county employees, as well as the full text of the County Executive's budget message.

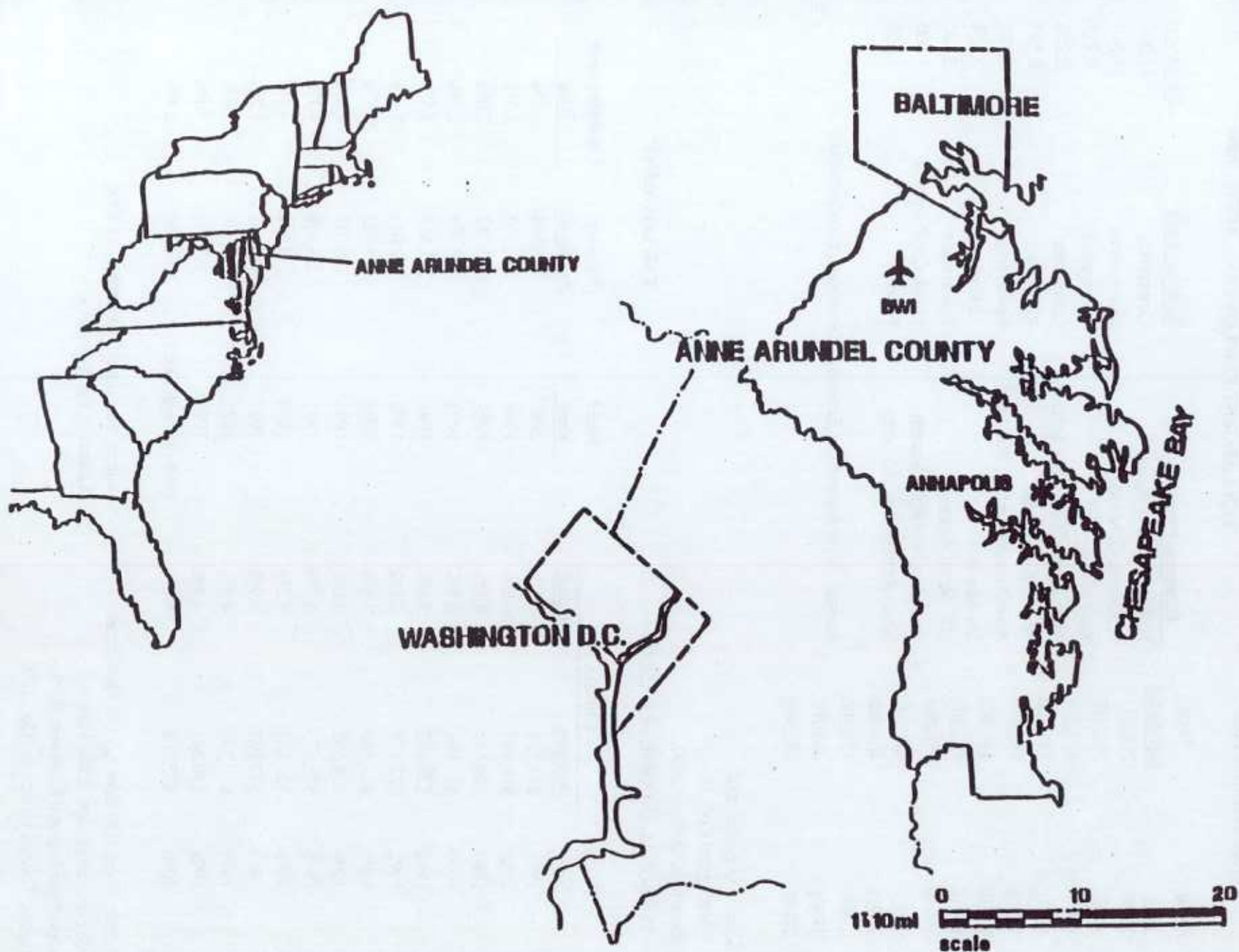
## BRIEF HISTORY AND DESCRIPTION OF ANNE ARUNDEL COUNTY

**Anne Arundel County** is located thirteen miles east of Washington, D.C., with Baltimore City and Baltimore County as its northern boundary and the Chesapeake Bay as the county's entire eastern boundary. The county is also bordered by Howard County to the west, Prince George's County to the southwest and Calvert County at its southern tip. Situated within the Atlantic Coastal Plain, the elevation rises from sea level along its coast to approximately 300 feet in the northern part. The county terrain which varies from level plains to gentle rolling hills, is well drained by its streams and rivers into the Chesapeake Bay. The area of the county is 416 square miles.

For most of its 350 year history, Anne Arundel County consisted of the City of Annapolis and largely rural and agricultural tracts of land. Particularly during the last several decades, the nature of land use has changed in the county and its population has increased. Although much of the county retains a rural and agricultural character, large areas of the county have become suburbs that are closely linked to the Baltimore-Washington metropolitan area. The county's population, which was 298,042 in 1970, grew to 427,239 by 1990 and is estimated to be 492,698 in 2002. The growth in population is shown in the demographic data on page 4.

Annapolis, the county's seat as well as the capital of Maryland, remains the county's largest incorporated area, with a 2000 population estimated at 35,838. Annapolis serves not only as a government center, but also as the focus of boating and tourism for the Chesapeake Bay region. The city perhaps is best known as the home of the United States Naval Academy.

The county's economic base has broadened with the growth of high technology industries around the Baltimore-Washington International Airport and the Parole areas near Annapolis. The National Security Agency, located on the grounds of Fort Meade, is the county's largest employer. Other major employers are listed in the demographic data which follows. Commercial employment has grown, spurred in part by the construction of large shopping malls and smaller shopping centers.



# ANNE ARUNDEL COUNTY – DEMOGRAPHIC INFORMATION

## TOTAL POPULATION

## TEN LARGEST EMPLOYERS -- MARCH 2002

<u>Fiscal Year</u>	<u>Total Population</u>	<u>Company Name</u>	<u>Business Type</u>	<u>Employees</u>
1970	298,042	National Security Agency	Government	25,000
1980	370,775	Ft. George G. Meade	Government	11,042
1990	427,239	State of Maryland	Government	8,788
1991E	434,744	Anne Arundel Co. Public Schools	Government	8,200
1992E	438,391	Northrop Grumman	Electronics	6,683
1993E	444,742	Anne Arundel County, Maryland	Government	3,800
1994E	451,583	US Airways	Airlines	2,352
1995E	457,037	U.S. Naval Academy	Government	2,200
1996E	462,701	Anne Arundel Health System	Health Care/Hospital	2,000
1997E	467,499	North Arundel Health System	Hospital	1,700
1998E	472,084	Source: Anne Arundel Co. Economic Development Corporation		
1999E	478,810			
2000	489,656			
2001E	492,698			

Source: Department of  
Planning and Code En-  
forcement, October 2001.

## PERSONAL INCOME (millions)

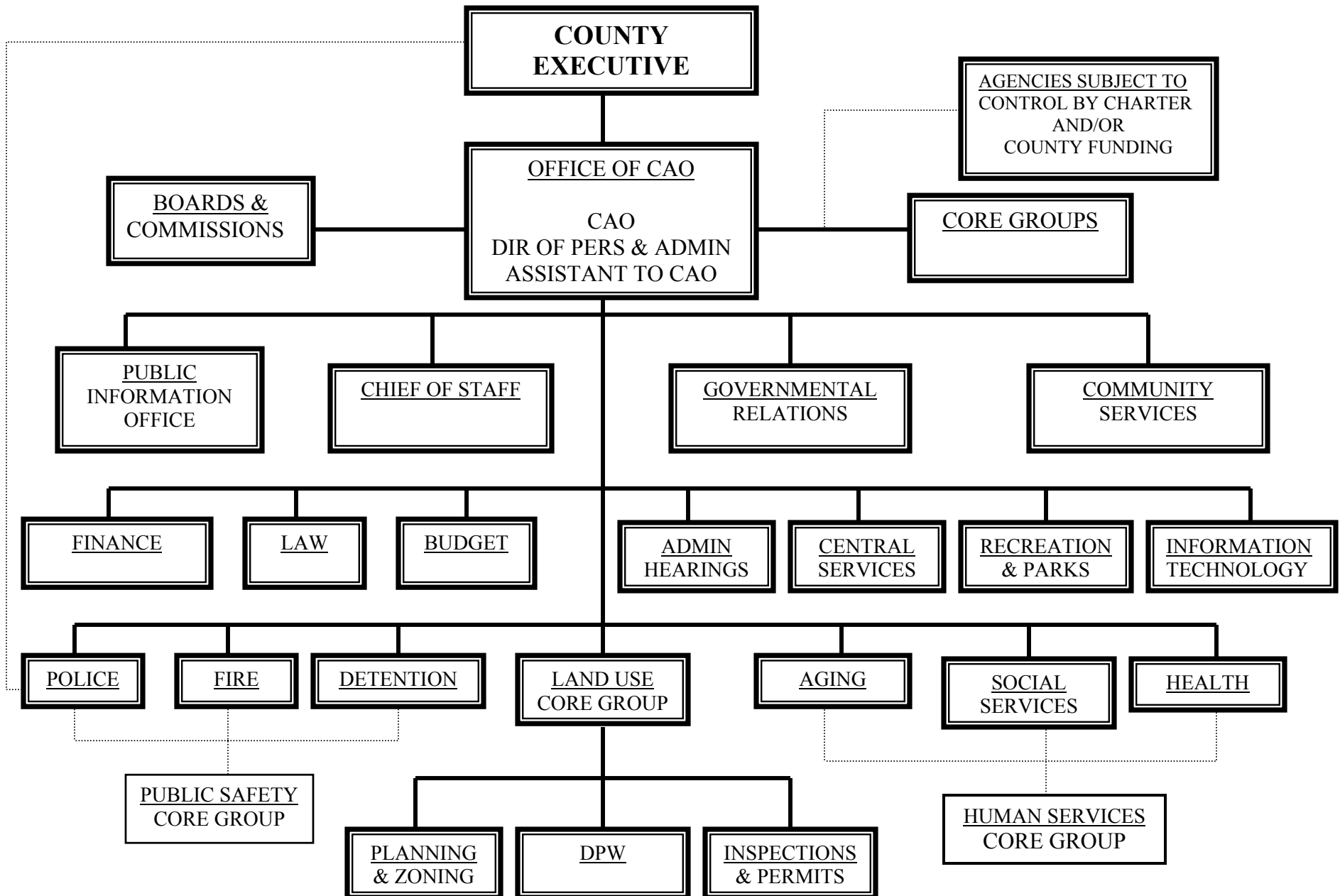
## EMPLOYMENT

<u>Fiscal Year</u>	<u>Amount</u>	<u>% Change</u>	<u>Fiscal Year</u>	<u>Number Employed</u>	<u>Unemployment Rate</u>
1988	\$8,104		1988	209,082	3.3%
1989	8,834	9.0%	1989	211,999	3.0%
1990	9,549	8.1%	1990	224,694	2.8%
1991	10,038	5.1%	1991	232,011	4.5%
1992	10,426	3.9%	1992	234,688	5.4%
1993	10,916	4.7%	1993	238,972	5.7%
1994	11,448	4.9%	1994	241,518	4.8%
1995	12,067	5.4%	1995	244,625	4.1%
1996	12,669	5.0%	1996	249,857	4.1%
1997	13,387	5.7%	1997	256,341	3.9%
1998	14,316	6.9%	1998	253,600	3.8%
1999	15,222	6.3%	1999	255,120	3.0%
2000	16,029	5.3%	2000	258,007	2.8%
2001	17,242	7.6%	2001	259,574	2.9%
2002	18,082	4.9%			
2003	19,054	5.4%			

Source: Maryland Department of Labor,  
Licensing and Regulation.

Source: Regional Economic Studies  
Program, Towson University, Dec. 2001.

# ANNE ARUNDEL COUNTY ORGANIZATIONAL CHART



## **THE ANNE ARUNDEL COUNTY BUDGET PROCESS**

The county budget consists of the Current Expense Budget and the Capital Budget and Program. It represents a complete financial plan for the county and reflects the projection of all receipts and disbursements from all sources, including all revenues, all expenditures (including encumbrances), the fund balance or deficit in the General Fund, and all special funds of the county government.

The county's budgetary process is a means of making financial and programmatic decisions for the upcoming fiscal year. Although the FY2003 budget begins July 1, 2002, county departments began work on their budget requests in November of 2001. The process continues through May 2002, when the budget was adopted by the County Council. The steps of the annual budget process are designed to encourage citizen input during each phase. The process is described below and is summarized in the time line figure on the following page.

### **o DEPARTMENTS PREPARE BUDGET REQUESTS - NOVEMBER THROUGH JANUARY**

County departments receive budget preparation forms and instructions in early November. The departments must develop their requests and their supporting materials by the end of January. Exceptions to this deadline are made for the Board of Education and the Community College, for which state law sets a March 1 deadline for requests to the county government.

### **o BUDGET OFFICE ANALYSIS - FEBRUARY**

The Office of Budget reviews the department requests during the month of February for accuracy, consistency with county goals, need, and affordability. The Office of Budget develops a recommended budget for each department that is the basis for the succeeding steps in the process. The Office of Budget continues to take an active part in budget decisions until the final adoption of the budget in late May. All capital budget requests are reviewed by the Planning Advisory Board (PAB) during February, with assistance from the Office of Budget and Office of Planning and Zoning.

### **o ADMINISTRATION REVIEW - MARCH/APRIL**

The County Executive and the county's Chief Administrative Officer conduct a series of meetings to discuss the original departmental requests and the Office of Budget recommendations. The county administration's overall budget decisions are made in April by the County Executive. The County Executive holds meetings with her staff and with departments to resolve remaining policy issues. Based on the County Executive's decisions, the Office of Budget prepares documents detailing the proposed budget for the upcoming fiscal year.

### **o COUNCIL APPROVAL - MAY**

The County Executive outlines her proposed budget in a presentation to the County Council around May 1. By Charter, the County Council can reduce, but not increase, budgets for county departments. An exception is made for the Board of Education budget which can be increased or reduced by the County Council in accordance with state law. However, the total county budget cannot exceed that proposed by the County Executive. The County Council holds budget hearings during the month of May in order to ask questions of department heads and Office of Budget staff. The Office of Budget provides detailed supplementary information to the county Auditor's Office for its review. After the formal budget hearings are complete, the County Council holds public hearings in different parts of the

## GLOSSARY

**APPROPRIATION:** Money set aside by Council action for a specific use.

**ASSESSABLE BASE:** The total value of property in the county for the purposes of taxation. It is not the market value of the property. Assessable base is determined by the State Department of Assessments and Taxation.

**BOND RATING:** An evaluation of the ability of a government agency to repay its debt on schedule. Bond ratings are issued by private rating agencies based on factors such as the amount of debt incurred and the economic and demographic characteristics of the borrowing government.

**BONDS:** Interest-bearing certificates of public indebtedness used to finance the county's capital program. These are generally long-term obligations.

**BUDGET:** A plan for coordinating income and expenses.

**BUSINESS AND TRAVEL:** An object of operating budget expenditure that includes authorized travel, professional activities, journals and published materials, and education and training expenses.

**BUSINESS UNIT:** A unit or division of a county agency that provides specific services.

**CAPITAL BUDGET AND PROGRAM:** The annual capital budget appropriation necessary to build and construct permanent public improvements and the five-year program plan for scheduling, funding and timing projects. It is integral to the county's financial plan and is the basis for bond issuance. The capital budget is financed by bonds, grants and contributions, impact fees and pay-as-you-go funds.

**CAPITAL BUDGET CLASS:** A way of categorizing capital budget spending, usually related to the county department that will provide services in or maintain the facility being constructed.

**CAPITAL OUTLAY:** An object of operating budget expenditure that includes purchase costs for vehicles and equipment that are classified as fixed assets and have a useful life of more than one year.

**CONTINGENCY:** Funds that either have not been allocated to departments or that are held in reserve for emergencies and unexpected expenses.

**CONTRACTUAL SERVICES:** An object of operating budget expenditure that includes all services from outside organizations and private businesses. Examples are rents, utilities, management services, and maintenance contracts.

**CURRENT DOLLARS:** The nominal amount of spending, not adjusted to remove the effects of inflation.

**CURRENT EXPENSE BUDGET:** The county's comprehensive operating plan for a single fiscal year. It includes all services and programs planned, their expenditure requirements and revenue estimates to support the stated level of activity.

**DEBT SERVICE:** The annual requirement to finance the county's outstanding indebtedness incurred by the capital improvement program. It includes both the periodic payment of interest and the redemption of principal.

**DEPARTMENT:** An agency of county government.

**ENTERPRISE FUNDS:** Established to account for the revenues and expenditures of services and programs operated as a business and supported by user fees and charges. Anne Arundel County has enterprise funds for both water and wastewater and solid waste disposal functions. Enterprise funds are required to be self-supporting.

**EXPENDITURE:** To pay out or spend.

**FISCAL YEAR:** Year running from July 1 through June 30, designated by the calendar year in which it ends.

**FUND BALANCE:** The difference between budget receipts and expenditures over time.

**GENERAL FUNDS:** The majority of current expenses for normal county operations which provide services that are generally available to everyone.

**GENERAL OBLIGATION BONDS:** Bonds for whose payment the full faith and credit of the issuing body are pledged.

**GRANT REVENUES:** Funds received from the federal or state government. Grant revenues may be for specific or general purposes and must be spent according to the guidelines imposed by the granting agency.

**IMPACT FEES:** Charges levied on new development to offset the cost of that development. Impact fees are levied for road and school construction and are applied as a funding source to specific capital projects.

## GLOSSARY

**INTERNAL SERVICE FUNDS:** Established to account for activities which support other operations of the county government. Examples would include inventories, stock and mail operations, print shop and garage activities. They are financed by sales and services to user departments and must be self-supporting.

**MERIT EMPLOYEE:** An employee afforded the protections of the county personnel system. Merit employees receive all benefits including insurance and pension.

**MISCELLANEOUS OUTLAY:** An object of operating budget expenditure that is not readily classifiable in other objects. Examples are grants and contributions, inter-fund reimbursements, and depreciation.

**OBJECTS OF EXPENDITURE:** A grouping of expenditures on the basis of goods or services purchased (e.g., personal services, supplies and materials, capital outlay, etc.).

**OBJECTIVES:** Something to be accomplished in a specified period of time. Should be easily defined and measurable.

**PAY-AS-YOU-GO:** Capital projects that are funded by operating budget revenues, not through bonded indebtedness.

**PERFORMANCE/WORK LOAD INDICATORS:** A unit measurement of work to be accomplished. Alone or in combination with other information they permit assessment of efficiency and effectiveness.

**PERSONAL SERVICES:** An object of operating budget expenditure that includes the salary and benefit costs of all employees.

**REVENUE:** Money collected by a government to support its programs and services. May be taxes, user fees and charges, grants, etc.

**SELF-INSURANCE:** The county's fund to pay claims for workers' compensation, auto liability and collision, and general liability. Self insurance is less costly than purchasing insurance coverage from private companies.

**SPECIAL TAXING DISTRICT:** A group of property owners in a geographic area who have opted to pay additional taxes for services which they would not otherwise receive.

**SPECIAL REVENUE FUNDS:** Account for revenues from specific taxes or other earmarked revenue sources which by law are designated to finance particular functions or activities of government.

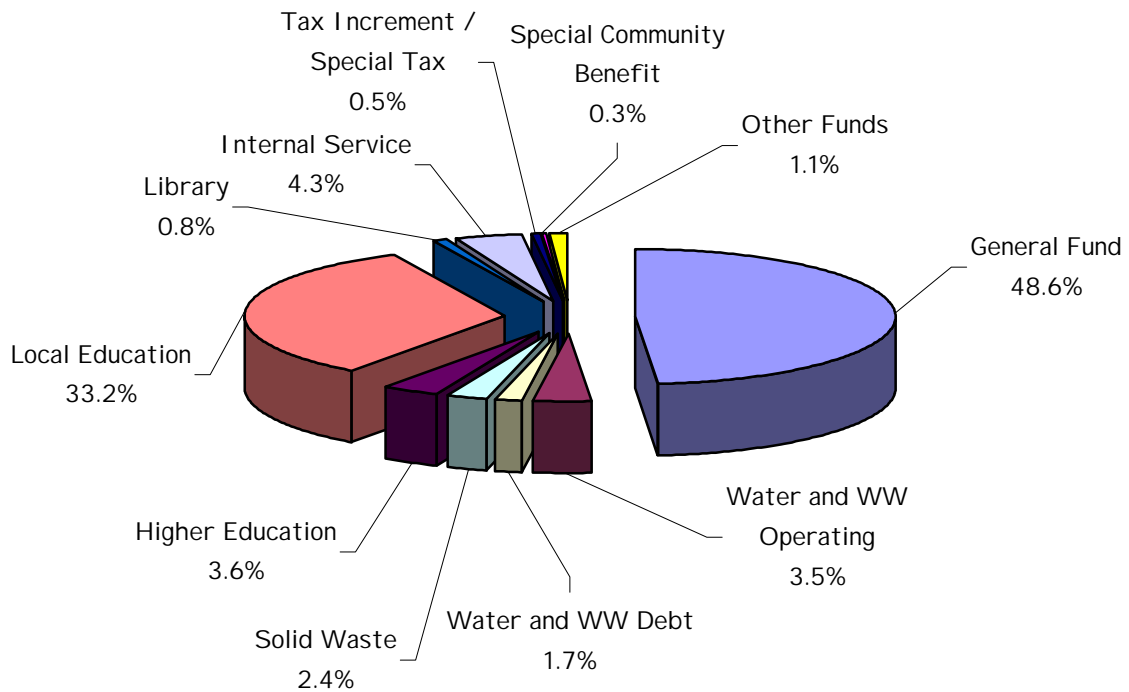
**SUPPLIES AND MATERIALS:** An object of operating budget expenditure that includes consumable items such as paper, uniforms, and cleaning compounds, as well as the cost of printing and mailing.

**TAX DIFFERENTIAL:** The difference between the county tax rate paid outside the City of Annapolis and the rate paid in Annapolis. The reason for the differential is that the City of Annapolis provides its own police, fire, recreation, planning and public works services.

**TAX INCREMENT FUND:** Set up to account for the cost of construction of specific capital improvements and repayment of same through charges to property owners benefiting from those improvements in a defined geographic area of the county.

**USER FEES/CHARGES:** Charges levied for specific services or programs and paid only by those receiving or benefiting from that service as opposed to the general population.

## Total Approved Operating Budget Fiscal Year 2003




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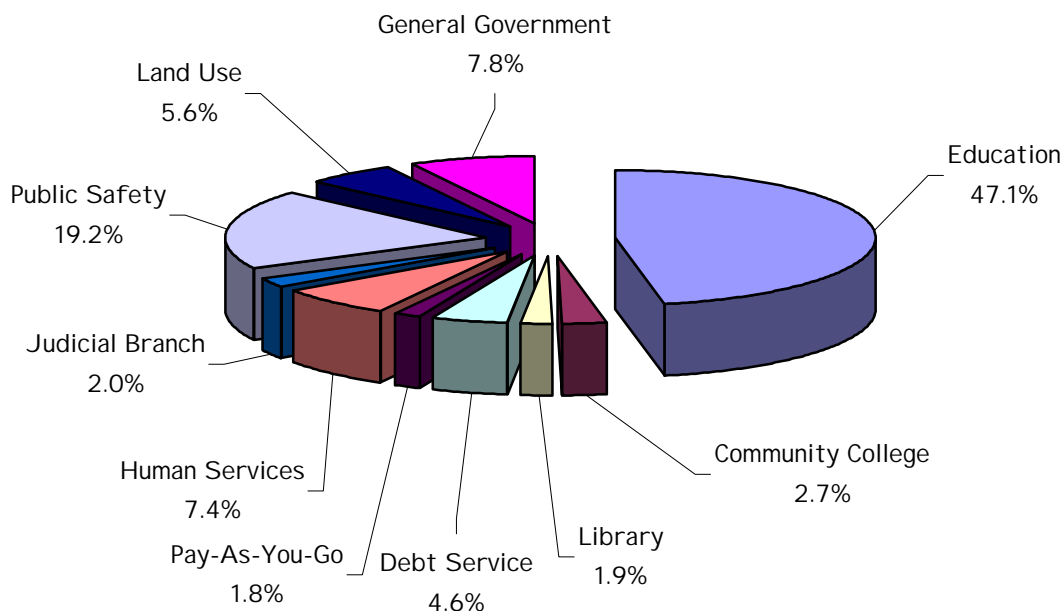
General Fund	\$ 883,466,300
Water and Wastewater Operating Fund	64,196,900
Water and Wastewater Debt Service Fund	31,267,200
Solid Waste Fund	43,144,900
Higher Education Fund	65,515,000
Local Education Fund	603,310,000
Library Fund	13,853,000
Internal Service Funds	77,950,400
Tax Increment / Special Tax Funds	8,214,000
Special Community Benefit Districts	5,928,100
Other Funds	19,155,000
 Total	 \$ 1,816,000,800

Note: Internal Service Funds include the Central Garage, Print Shop, Self-Insurance, Pension, and Health Insurance Funds

# **GENERAL FUND**

**The general fund is the largest fiscal activity of the county and accounts for all the revenues and expenditures used for basic services provided to all citizens. These services include education, public safety, public works, regulatory services, and human services. The general fund includes most revenues such as property taxes, income taxes, local sales taxes, intergovernmental transfers, reimbursements, and other sources of income. These revenues are then used to provide a broad range of services to our citizens. Certain services, funded directly by user fees and charges such as the water and wastewater utility and solid waste utility, are not included in the general fund.**

## Approved General Fund Budget Fiscal Year 2003




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Board of Education (Direct Contribution)	\$	405,500,000
Board of Education (Agency Support)		10,236,500
General Government		68,799,600
Land Use		49,226,600
Public Safety		170,024,700
Judicial Branch		17,641,100
Human Services		65,201,200
Pay-As-You-Go (General County Only)		15,504,000
Debt Service		40,822,600
Library (incl. Pay-As-You-Go)		16,690,000
Community College (incl. Pay-As-You-Go)		23,820,000
<b>Total</b>	<b>\$</b>	<b>883,466,300</b>

Note: Board of Education (Agency Support) includes the School Health Program, School Resource Officers, and School Crossing Guards Funded in Other County Agencies, as well as Pay-As-You-Go for Education Capital Projects

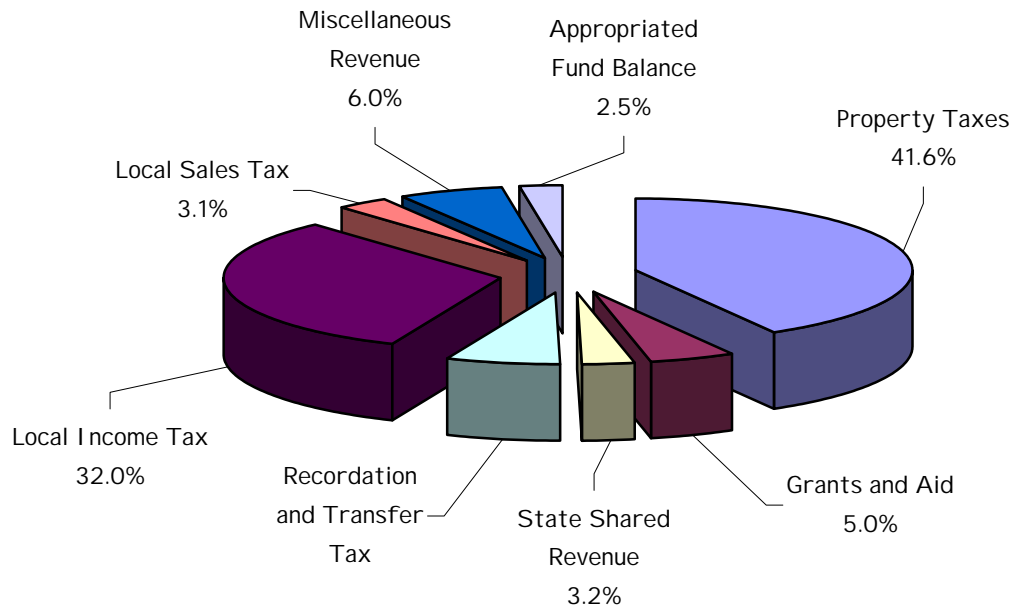
**FY2003 APPROVED OPERATING BUDGET**

DEPARTMENT	FY2002 ORIG BUDGET	FY2002 ADJ BUDGET	FY2003 APPROVED	FY03/ADJ 02 \$ CHANGE	FY03/ADJ 02 % CHANGE
Administrative Hearings	251,700	253,900	270,800	16,900	6.7%
Board of Education	382,480,000	387,381,500	405,500,000	18,118,500	4.7%
Board of Election Supervisors	1,098,300	1,098,300	1,859,200	760,900	69.3%
Board of License Commissioners	495,600	495,600	474,200	(21,400)	-4.3%
Central Services	28,292,500	30,228,200	21,462,100	(8,766,100)	-29.0%
Chief Administrative Office	6,947,500	1,288,100	5,892,000	4,603,900	357.4%
Circuit Court	8,005,700	8,397,200	4,899,400	(3,497,800)	-41.7%
Community College	22,278,300	22,278,300	23,720,000	1,441,700	6.5%
Cooperative Extension Service	184,800	194,800	193,200	(1,600)	-0.8%
County Executive	4,281,900	4,331,200	4,017,000	(314,200)	-7.3%
Department of Aging	8,687,700	9,269,200	10,176,200	907,000	9.8%
Office of Information Services	0	0	13,045,700	13,045,700	-----
Detention Center	28,194,500	28,410,300	30,596,600	2,186,300	7.7%
Ethics	134,000	138,400	143,200	4,800	3.5%
Fire Department	59,804,300	61,756,700	65,673,300	3,916,600	6.3%
Health Department	42,322,700	43,810,000	46,272,400	2,462,400	5.6%
Inspections and Permits	10,165,000	10,303,100	10,190,500	(112,600)	-1.1%
Law Office	1,987,600	2,342,500	2,410,900	68,400	2.9%
Legislative Branch	2,754,000	2,754,000	2,770,300	16,300	0.6%
Office of Finance	89,539,000	89,881,100	63,358,100	(26,523,000)	-29.5%
Office of the Budget	3,146,400	3,390,000	1,125,000	(2,265,000)	-66.8%
Office of the Sheriff	5,588,100	5,662,500	6,060,500	398,000	7.0%
Office of the State's Attorney	6,123,200	6,195,200	6,595,300	400,100	6.5%
Orphans Court	76,400	76,400	85,900	9,500	12.4%
Personnel Office	9,123,700	9,203,400	10,221,300	1,017,900	11.1%
Planning and Zoning	7,908,800	8,328,900	7,807,500	(521,400)	-6.3%
Police Department	68,123,500	68,229,700	75,358,000	7,128,300	10.4%
Public Libraries	10,613,100	10,613,100	11,385,000	771,900	7.3%
Public Works	30,294,300	30,604,800	30,957,800	353,000	1.2%
Recreation and Parks	13,204,200	13,485,800	14,199,700	713,900	5.3%
Social Services	6,128,100	6,252,500	6,745,200	492,700	7.9%
<b>TOTAL GENERAL FUND</b>	<b>858,234,900</b>	<b>866,654,700</b>	<b>883,466,300</b>	<b>16,811,600</b>	<b>1.9%</b>

**FY2003 APPROVED OPERATING BUDGET**

DEPARTMENT	FY2002 ORIG BUDGET	FY2002 ADJ BUDGET	FY2003 APPROVED	FY03/ADJ 02 \$ CHANGE	FY03/ADJ 02 % CHANGE
02000-Whitmore Parking Garage	312,300	312,300	335,500	23,200	7.4%
02010-Child Care	1,687,100	1,687,100	1,907,600	220,500	13.1%
02100-Street Lighting	1,000,000	1,000,000	1,000,000	0	0.0%
02110-Forfeit and Asset Seizure	547,000	547,000	120,000	(427,000)	-78.1%
02200-System Reform Initiative	3,990,400	3,990,400	4,025,400	35,000	0.9%
02150-Conference and Visitors Bureau	743,000	743,000	726,000	(17,000)	-2.3%
02160-Economic Development	743,000	743,000	726,000	(17,000)	-2.3%
02170-Incentive Loan Fund	250,000	250,000	250,000	0	0.0%
02180-Piney Orchard Wastewater Svc	600,000	600,000	600,000	0	0.0%
02800-Nursery Rd Tax Increment Dist	1,864,000	1,864,000	2,375,000	511,000	27.4%
02801-West County Tax Increment Dist	1,191,000	1,191,000	739,000	(452,000)	-38.0%
02802-Farmington Special Taxing Dist	462,000	462,000	471,000	9,000	1.9%
02804-Arundel Mills Tax Inc District	3,298,000	3,298,000	2,376,000	(922,000)	-28.0%
02805-Parole Tax Increment District	1,128,000	1,128,000	1,914,000	786,000	69.7%
02850-IPA Debt Service	1,637,000	1,637,000	2,039,000	402,000	24.6%
04000-Water & Sewer Operations	60,988,900	60,988,900	64,196,900	3,208,000	5.3%
04200-Water & Sewer Debt Svc	35,807,000	35,807,000	31,267,200	(4,539,800)	-12.7%
04220-Maryland City AMT Debt Svc	1,802,400	1,802,400	1,803,400	1,000	0.1%
04300-Solid Waste Operations	42,684,700	42,684,700	43,144,900	460,200	1.1%
04390-Solid Waste Assurance Fund	482,100	482,100	482,100	0	0.0%
05000-Central Stores Fund	3,579,700	3,579,700	532,700	(3,047,000)	-85.1%
05050-Self Insurance Fund	7,033,400	8,033,400	8,261,700	228,300	2.8%
05100-Health Insurance Fund	45,749,000	46,749,000	47,133,000	384,000	0.8%
05200-Central Garage Fund	17,506,300	17,506,300	15,351,200	(2,155,100)	-12.3%
06050-Pension System	6,474,000	6,474,000	6,671,800	197,800	3.1%
06375-Detention Facility Agency	0	0	1,030,400	197,800	-----
06550-Reforestation Agency	0	0	453,600	453,600	-----
09000-Library Operations	13,119,700	13,119,700	13,853,000	733,300	5.6%
09200-Brd of Education(Budget Only)	571,550,000	598,366,100	603,310,000	4,943,900	0.8%
09300-Comm College(Budget Only)	61,058,300	63,272,300	65,515,000	2,242,700	3.5%
Special Community Benefit	5,860,300	5,938,200	5,928,100	(10,100)	-0.2%
09400-Workforce Development	0	2,600,000	3,656,000	1,056,000	40.6%
Park Place Tax Increment Fund	0	0	5,000	5,000	-----
National Business Park Special Tax Dist	0	0	334,000	334,000	-----
TOTAL OTHER FUNDS	893,148,600	926,856,600	932,534,500	4,845,300	0.5%
TOTAL ALL FUNDS	1,751,383,500	1,793,511,300	1,816,000,800	22,489,500	1.3%

## Approved General Fund Revenues Fiscal Year 2003




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Property Taxes	\$	367,419,000
Federal and State Grants		43,951,600
Recordation and Transfer Tax		58,521,000
Local Income Tax		282,340,000
Local Sales Tax		27,758,000
State Shared Revenue		28,589,700
Miscellaneous Revenue		52,831,100
Appropriated Fund Balance		22,055,900
<b>Total</b>	<b>\$</b>	<b>883,466,300</b>

## General Fund Revenues

### FY2000-2003 Detailed Amounts

Code	Revenue Name	Actual FY2000 Revenues	Actual FY2001 Revenues	Budgeted FY2002 Estimate	Revised FY2002 Estimate	Estimated FY2003 Revenues
1001.5036	Agricultural Tax Credit	(303,305)	(329,818)	(346,000)	(355,000)	(369,000)
1001.5045	Airport Noise Zone Credit	(5,038)	(3,715)	(6,000)	(3,000)	(3,000)
1001.5030	Civic Association Credit	(382)	7,139	(1,000)	(1,000)	(1,000)
1001.5038	Community Revitalization Tax	0	0	0	0	(200,000)
1001.5031	Conservation Property Credit	(7,752)	(8,148)	(11,000)	(10,000)	(10,000)
1001.5015	Corporate Property - Curr Year	56,396,426	55,813,872	51,585,000	55,582,000	54,787,000
1001.5016	Corporate Property - Prior Year	846,984	(1,632,740)	(500,000)	(2,100,000)	(1,100,000)
1001.5044	County Rezoned Tax Penalty	(6,069)	1,856	1,000	17,000	5,000
1001.5020	Fifty Year Deferred Credit	829	1,175	(2,000)	(1,000)	(1,000)
1001.5037	Foreign Trade Zone Tax Credit	0	0	0	0	(300,000)
1001.5025	Homeowner Credit - Local	(865,486)	(857,240)	(975,000)	(848,000)	(1,534,000)
1001.5032	Homeowner Tax Credit - State	(3,469,276)	(3,464,124)	(3,850,000)	(3,260,000)	(3,420,000)
1001.5035	Homestead Tax Credit	(2,502,471)	(2,640,610)	(4,311,000)	(4,081,000)	(7,002,000)
1001.5075	Penalty & Interest - Delinq Tax	880,044	811,775	864,000	886,000	930,000
1001.5010	Pers Property - Current Year	1,316,808	1,351,374	1,431,000	1,319,000	1,332,000
1001.5011	Pers Property - Prior Year	(451,566)	(785,860)	(500,000)	(900,000)	(700,000)
1001.5043	Prior Year Homestead Credit	(15,728)	2,248	(25,000)	2,000	2,000
1001.5042	Prior Year Old Age Credit	(12,385)	(75,724)	(35,000)	(60,000)	(35,000)
1001.5003	Real Property - Current Year	273,311,909	289,780,091	303,767,000	304,213,000	321,128,000
1001.5004	Real Property - Prior Year	(168,990)	(14,764)	(300,000)	(500,000)	(200,000)
1001.5040	Service Charge - Lost Interest	274,217	1,185,027	1,320,000	1,189,000	654,000
1001.5033	State Circuit Breaker Reimburs	3,469,276	3,464,124	3,812,000	3,244,000	3,403,000
1001.5041	Svc Charge - Admin Fee	20,678	73,516	92,000	53,000	53,000
<b>Total Property Taxes</b>		328,708,723	342,679,454	352,010,000	354,386,000	367,419,000
1001.5100	Local Income Tax	253,197,128	257,789,570	276,446,000	268,162,000	282,340,000
<b>Total Local Income Tax</b>		253,197,128	257,789,570	276,446,000	268,162,000	282,340,000
1001.5111	Admissions & Amusement Tax	3,729,780	4,887,977	3,897,100	5,138,000	5,300,000
1001.5112	Boat Recordation Fee	5,795	6,880	6,200	7,000	7,200
1001.5113	Highway User Revenues	22,392,577	24,642,281	23,133,600	22,500,700	23,282,500
<b>Total State Shared Revenues</b>		26,128,152	29,537,138	27,036,900	27,645,700	28,589,700
AGE.ST	Aging - State Grants	1,046,369	1,199,902	1,210,500	1,347,400	1,433,700
BUD.ST	Budget Office - State Grants	0	3,910,101	7,820,000	7,820,200	7,820,200
CSV.ST	Central Services - State Grants	0	0	128,000	128,000	0

## General Fund Revenues

### FY2000-2003 Detailed Amounts

Code	Revenue Name	Actual FY2000 Revenues	Actual FY2001 Revenues	Budgeted FY2002 Estimate	Revised FY2002 Estimate	Estimated FY2003 Revenues
CIR.ST	Circuit Court - State Grants	409,261	571,279	683,500	683,000	785,700
FIR.ST	Fire Dept. - State Grants	838,190	855,970	1,282,800	1,253,100	958,000
HLH.ST	Health Dept. - State Grants	6,625,183	9,508,985	12,321,400	12,897,900	12,583,200
HUM.ST	Human Svcs - State Grants	625	0	0	0	0
IAP.ST	Insp & Permits - State Grants	0	2,285	13,400	20,000	37,800
PAZ.ST	P&Zoning - State Grants	0	35,000	157,000	18,600	35,000
POL.ST	Police Dept - State Grants	5,286,421	5,383,710	5,587,700	5,634,800	5,621,700
PUB.ST	Public Works - State Grants	0	0	0	244,000	190,000
RCP.ST	Recr & Parks - State Grants	45,921	256,332	48,500	255,000	282,600
SOC.ST	Social Svcs - State Grants	57,997	125,988	2,327,900	2,026,400	2,562,500
STA.ST	State's Atty - State Grants	0	61,263	82,000	65,000	73,100
<b>Total Direct State Grants</b>		14,309,967	21,910,815	31,662,700	32,393,400	32,383,500
AGE.FTS	Aging - Fed'l thru St Grants	743,659	877,670	1,128,800	1,320,700	1,133,300
BUD.FTS	Budget Office - Fed thru St Grn	0	255,000	43,600	43,600	0
CIR.FTS	Circuit Court - Fed thru St Grnt	2,280,892	2,191,706	2,481,200	2,407,500	0
FIR.FTS	Fire Dept. - Fed thru St Grants	250,945	343,839	73,700	72,500	74,600
HLH.FTS	Health Dept. - Fed thru St Grnts	5,190,701	5,029,695	6,526,900	6,364,100	6,711,900
IAP.FTS	Insp & Permits - Fed thru St Gr	4,246	7,410	2,300	2,300	2,400
PAZ.FTS	P&Zoning - Fed thru St Grants	250,440	257,667	24,000	343,200	321,300
POL.FTS	Police Dept - Fed thru St Grnts	253,490	194,321	367,500	349,200	281,300
RCP.FTS	Recr & Parks - Fed thru St Grnt	4,449	7,656	8,700	8,700	0
SHR.FTS	Sheriff - Fed thru St Grants	272,852	304,796	338,000	337,600	344,400
SOC.FTS	Social Svcs - Fed thru St Grnts	283,162	286,735	333,700	270,000	361,400
STA.FTS	State's Atty - Fed thru St Grnts	185,356	236,110	201,500	276,000	180,700
<b>Total Federal Thru State Grants</b>		9,720,192	9,992,605	11,529,900	11,795,400	9,411,300
AGE.FED	Aging - Federal Grants	197,583	209,793	284,800	347,000	400,300
CIR.FED	Circuit Court - Federal Grants	0	0	121,900	120,000	285,300
DET.FED	Detention Center - Federal Gran	49,500	0	31,000	0	0
HLH.FED	Health Dept. - Federal Grants	440,381	341,647	269,800	291,000	311,000
MISC.FED	Miscellaneous - Fedl Grants	0	206,480	175,000	0	0
POL.FED	Police Dept - Federal Grants	1,124,477	747,332	698,200	450,300	384,600
RCP.FED	Recr & Parks - Federal Grants	2,421	0	0	0	0
SHR.FED	Sheriff - Federal Grants	16,320	19,507	17,500	17,500	0
SOC.FED	Social Svcs - Federal Grants	330,800	144,323	140,600	131,200	202,300

# General Fund Revenues

## FY2000-2003 Detailed Amounts

Code	Revenue Name	Actual FY2000 Revenues	Actual FY2001 Revenues	Budgeted FY2002 Estimate	Revised FY2002 Estimate	Estimated FY2003 Revenues
STA.FED	State's Atty - Federal Grants	32,344	230,089	102,000	30,000	111,200
<b>Total Direct Federal Grants</b>		2,193,826	1,899,171	1,840,800	1,387,000	1,694,700
AGE.OTH	Aging - Other Grants	29,638	0	29,600	29,600	29,600
BUD.OTH	Budget Office - Other Grants	0	0	44,100	44,100	0
CIR.OTHE	Circuit Court - Other Grants	0	5,000	0	0	0
HLH.OTH	Health Dept. - Other Grants	97,411	333,567	107,200	104,800	99,100
MISC.OT	Miscellaneous - Other Grants	500,000	0	0	0	0
POL.OTH	Police Dept - Other Grants	9,249	9,345	5,600	8,200	0
SOC.OTH	Social Svcs - Other Grants	546,844	457,397	313,400	401,000	333,400
STA.OTH	State's Atty - Other Grants	46,975	0	0	0	0
<b>Total Other Grants</b>		1,230,117	805,309	499,900	587,700	462,100
1001.5751	Recordation Tax	25,100,396	25,876,470	24,912,000	30,390,000	29,478,000
1001.5752	Transfer Tax	27,059,167	26,977,887	27,013,000	29,636,000	29,043,000
<b>Total Recordation &amp; Transfer Tax</b>		52,159,563	52,854,357	51,925,000	60,026,000	58,521,000
1042.5776	Electricity Sales Tax	4,377,779	4,192,861	4,322,000	4,334,000	4,507,000
1042.5783	Gas - Direct Purch Sales Tax	0	(3,319)	0	0	0
1042.5777	Gas Sales Tax	692,430	646,035	713,000	627,000	652,000
1042.5780	Hotel/Motel Sales Tax	8,778,632	10,226,394	10,609,000	9,431,000	10,374,000
1042.5779	Misc. Power Sales Tax	63,313	100,961	69,000	86,000	90,000
1042.5781	Parking Tax	5,140,254	5,528,590	5,913,000	4,897,000	5,289,000
1042.5778	Telephone Sales Tax	5,774,157	5,939,815	6,104,000	6,520,000	6,846,000
<b>Total Local Sales Taxes</b>		24,826,565	26,631,337	27,730,000	25,895,000	27,758,000
1256.5802	Amusement Licenses	165,476	166,920	197,000	160,000	165,000
1157.5941	Animal Control Collections	174,063	192,420	175,000	207,000	209,000
1157.5944	Animal Control Other	45,101	39,850	127,400	1,000	1,000
1157.5942	Animal Control Summons	24,210	29,783	27,000	41,000	42,000
1256.5957	Auctioneer Licenses	21,500	20,500	22,000	21,000	21,000
1256.5953	Bail Bonds	4,850	10,000	6,000	13,000	13,000
1626.5815	Beer, Wine & Liquor Licenses	579,703	590,837	590,000	590,000	595,000
1256.5803	Bingo Licenses	16,225	50,054	31,500	35,000	35,000
1262.5974	Buffer Exemption Application	0	50	0	0	0
1253.5882	Building Applications	334,914	311,595	317,000	303,000	394,000

## General Fund Revenues

### FY2000-2003 Detailed Amounts

Code	Revenue Name	Actual FY2000 Revenues	Actual FY2001 Revenues	Budgeted FY2002 Estimate	Revised FY2002 Estimate	Estimated FY2003 Revenues
1253.5883	Building Permits	3,199,460	2,966,158	3,010,000	2,693,000	3,501,000
1253.5886	Certificate of Occupancy Fee	32,246	34,552	41,000	33,000	43,000
1254.5977	Coastal Flood Plain Waivers	0	0	0	1,000	1,000
1253.5901	Construction Civil Fines	5,055	4,080	5,000	4,000	5,000
1256.5832	Disposal System Applications	135	170	100	100	100
1256.5833	Disposal System Examinations	540	230	300	200	200
1256.5834	Disposal System Licenses	3,550	2,590	3,000	3,000	3,000
1253.5871	Electrical Applications	261,869	279,765	311,000	228,000	296,000
1253.5872	Electrical Permits	723,212	780,053	873,000	625,000	813,000
1256.5821	Electrician Applications	2,950	4,060	4,000	3,000	3,000
1256.5822	Electrician Examinations	1,050	450	1,000	300	300
1256.5823	Electrician Licenses	90,085	90,185	98,000	93,000	93,000
1256.5824	Electrician Other	10,680	12,460	2,000	12,000	12,000
1751.5971	Food Service Facilities	298,872	314,893	295,000	295,000	295,000
1253.5873	Gas Applications	99,075	93,840	110,000	69,000	90,000
1253.5874	Gas Permits	159,479	151,530	173,000	111,000	144,000
1256.5825	Gasfitter Applications	750	825	1,000	1,000	1,000
1256.5826	Gasfitter Examinations	225	50	500	0	0
1256.5827	Gasfitter Licenses	7,700	8,200	7,000	8,000	8,000
1256.5828	Gasfitter Other	51	28	700	700	700
1253.5884	Grading Applications	15,279	15,433	16,000	16,000	21,000
1253.5902	Grading Civil Fines	(19,044)	30,774	4,000	6,000	28,500
1253.5885	Grading Permits	1,302,175	1,788,768	1,324,000	1,206,000	1,568,000
1256.5958	Hucksters Licenses	8,825	12,100	11,000	19,000	19,000
1253.5890	Impervious Coverage Fees	0	6,232	1,000	2,000	3,000
1256.5918	Individual Mobile Home	22,675	21,090	19,000	22,000	22,000
1253.5887	Investigation Fee	1,380	2,480	2,000	3,000	4,000
1268.5970	Landscaping Screening Review	65,273	63,210	63,000	54,000	70,000
multi.5962	Liquid Waste Hauler	2,765	2,550	5,000	2,300	2,300
1611.5964	Marriage Licenses	222,750	214,270	227,000	211,000	212,000
1256.5838	Mechanic Applications	2,370	2,790	2,000	2,000	2,000
1253.5880	Mechanical Applications	156,810	149,255	150,000	117,000	152,000
1256.5839	Mechanical Exams	425	1,100	2,000	1,000	1,000
1256.5840	Mechanical Licenses	69,965	66,275	69,000	67,000	67,000
1256.5841	Mechanical Other	0	0	1,000	0	0
1253.5881	Mechanical Permits	551,722	492,702	551,000	408,000	530,000

## General Fund Revenues

### FY2000-2003 Detailed Amounts

Code	Revenue Name	Actual FY2000 Revenues	Actual FY2001 Revenues	Budgeted FY2002 Estimate	Revised FY2002 Estimate	Estimated FY2003 Revenues
1256.5919	Mobile Home Dealer	600	425	1,000	1,000	1,000
1256.5960	Multiple Dwelling Late Fee	2,592	4,390	3,000	7,000	7,000
multi.5959	Multiple Dwelling Licenses	380,745	316,747	350,000	348,000	355,000
1266.5968	Non-conforming Use Fee	6,875	9,517	7,000	10,000	13,000
1253.5889	Occup w/o Cert of Occ Fee	1,000	2,900	1,000	2,000	3,000
1266.6001	Occupancy Permits	20,905	34,080	19,000	19,000	27,500
1266.5951	Off-site Directional Signs	0	0	1,000	300	300
1256.5954	Parade Permits	1,725	2,075	2,000	2,000	2,000
1256.5956	Pawnbroker Licenses	1,950	1,550	2,000	2,000	2,000
1754.6002	Percolation Tests	319,943	311,148	320,000	300,000	390,000
1256.5829	Plumber Applications	1,955	2,850	2,000	2,000	2,000
1256.5830	Plumber Licenses	59,555	61,405	69,000	65,000	62,000
1256.5831	Plumber Other	0	0	1,000	700	700
1253.5875	Plumbing Applications	127,045	126,620	131,000	98,000	127,000
1253.5877	Plumbing Permits	481,381	472,690	479,000	398,000	517,000
1253.5888	Reinspection Fee	18,015	32,640	21,000	36,000	47,000
1256.5952	Roadside Vendor	15,175	23,275	13,000	27,000	28,000
1259.5935	Rubble Inspections	313,335	138,200	320,000	124,400	128,100
1754.5963	Scavenger Inspections	1,925	2,000	2,000	2,000	2,000
multi.5975	Senior Center Annual Fee	51,702	73,757	62,700	55,700	0
1754.6005	Septic System Permit	204,364	211,740	205,000	197,000	256,000
1253.5879	Septic Tank Applications	30,585	31,250	32,000	30,000	39,000
1308.6030	Space Permits	98,385	226,513	158,000	78,000	101,000
1157.5943	Spaying and Neutering Fees	44,731	41,341	44,800	43,000	44,000
1256.5810	Special Event Licenses	5,200	6,600	6,000	5,000	6,000
1754.6004	Swim Pool Oper Licenses	20,110	18,340	22,000	22,000	22,000
1754.6003	Swimming Pool Permit	34,680	33,345	35,000	35,000	34,000
1256.5928	Taxicab Late Fee	1,648	1,179	1,000	1,000	1,000
1256.5927	Taxicab Licenses	18,235	24,806	20,000	17,000	20,000
1256.5926	Taxicab Registration	30,820	43,225	42,000	44,000	42,000
1256.5976	Towing License Applications	250	6,000	0	0	0
1256.5961	Towing Licenses	8,950	3,225	9,000	6,000	6,000
1611.5860	Traders Licenses	675,545	733,893	700,000	700,000	700,000
1256.5916	Trailer Park Licenses	14,040	17,460	17,000	17,000	17,000
1256.5917	Trailer Park Rental	852,750	949,347	905,000	964,000	978,000
1256.5835	Utility Contractor Applications	0	125	200	100	100

## General Fund Revenues

### FY2000-2003 Detailed Amounts

Code	Revenue Name	Actual FY2000 Revenues	Actual FY2001 Revenues	Budgeted FY2002 Estimate	Revised FY2002 Estimate	Estimated FY2003 Revenues
1256.5836	Utility Contractor Exams	500	175	1,000	400	400
1256.5837	Utility Contractor Licenses	3,645	3,510	4,000	4,000	4,000
1268.5969	Waiver Requests	23,495	20,537	20,000	18,000	23,000
1253.5876	Water & Sewer App Licenses	65,830	61,745	64,000	41,000	53,000
1253.5878	Water & Sewer Inspections	133,860	125,613	132,000	89,000	116,000
1754.6006	Well Water Test	50,303	34,791	50,000	5,000	7,000
1266.5965	Zoning Fees	84,009	77,484	79,000	96,000	125,000
<b>Total Licenses &amp; Permits</b>		12,874,754	13,313,670	13,229,200	11,600,200	13,795,200
1044.6155	General Portfolio	4,090,065	2,690,777	3,792,000	700,000	1,500,000
1044.6157	General Portfolio - Transfer In	978,036	847,835	0	0	0
1044.6152	Inv Income - Other Agencies	328,648	246,615	309,000	200,000	300,000
1044.6153	Investment Income - Restricted	1,104,755	765,313	706,000	150,000	300,000
1044.6156	Investment Income Sweep Accts	360,275	391,137	309,000	150,000	250,000
<b>Total Investment Income</b>		6,861,779	4,941,677	5,116,000	1,200,000	2,350,000
1152.6185	911 Trust Fund Reimbursement	2,032,606	2,373,149	2,100,000	2,100,000	2,205,000
aging.6550	Aging Fees (miscellaneous)	299,589	373,952	292,200	376,300	285,800
1611.6525	Appearance Fees	29	70	300	500	500
1420.6348	Aquatics Center	595,431	641,398	620,000	645,000	640,000
multi.6297.	Arundel Mills Review	895,399	0	0	0	0
1402.6344	Athletics - Area 1	49,376	83,635	87,100	87,000	79,300
1402.6345	Athletics - Area 2	76,333	106,435	106,400	106,400	108,700
1402.6346	Athletics - Area 3	123,007	66,445	67,400	67,400	84,500
1402.6347	Athletics - Area 4	130,325	156,112	184,100	184,000	164,700
1421.6327	B&A Trail	64	152	200	200	200
1418.6351	Bachman Adult Athl Complex	108,572	146,118	150,000	155,000	175,200
1265.6499	Base Maps	35,188	34,433	40,000	30,000	40,000
1137.6172	Bay Ridge Special Police	55,970	67,182	74,100	74,100	78,500
1573.6242	Board of Appeal Fees	20,620	28,338	30,600	26,000	28,000
1402.6349	Cannon Stadium	38,128	45,922	40,000	45,000	46,000
1001.6521	Car Phone Reimbursements	138	335	500	500	500
1001.6300	CATV Franchise Fees	2,647,720	3,923,250	3,317,000	4,085,000	4,346,000
1042.6280	Certificate of Lien	110,900	114,075	117,000	118,000	124,000
1611.6523	Circuit Court Fines	29,211	193,551	25,000	80,000	82,000
1061.6501	Commuter Fees	92,160	92,099	96,000	70,000	71,000

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### FY2000-2003 Detailed Amounts

Code	Revenue Name	Actual FY2000 Revenues	Actual FY2001 Revenues	Budgeted FY2002 Estimate	Revised FY2002 Estimate	Estimated FY2003 Revenues
1001.6502	County Code Sales	2,275	0	2,000	1,200	1,400
1402.6343	Countywide Therapeutic	80,653	78,744	87,500	87,000	90,700
1611.6201	Court Jury Fee Reimbursement	0	0	0	160,000	155,000
1611.6202	Court Masters Reimbursement	0	0	359,900	250,000	550,000
1611.6519	Court Transcript Sales	148,234	140,611	170,000	100,000	0
1552.6509	DC House Arrest	44,688	40,773	32,000	38,000	42,000
1552.6508	DC Live-in Workout	200,871	310,717	260,000	340,000	340,000
1552.6182	Det Ctr Weekend Reimburs	5,640	450	1,000	0	0
1552.6510	Detention Ctr Alter Sentence	23,345	24,020	20,000	24,000	27,000
1255.6290	Dev Fee - Street Lights	143,324	64,235	45,000	57,800	59,500
1268.6511	Developer Service Fee	272,008	324,334	300,000	220,000	320,000
1001.6599	Discounts Taken	0	15,105	1,000	1,000	1,000
1042.6513	Dishonored Check Fee	13,295	11,723	13,000	14,000	14,000
1422.6325	Downs Park	143,898	148,209	145,000	150,000	150,000
1402.6341	East County Recr Programs	338,968	404,811	415,000	415,000	432,000
1001.6529	Encumbrance Write-offs	1,143,054	670,893	1,000,000	400,000	800,000
1586.6177	Extradition Reimbursement	1,726	582	2,500	2,500	3,500
multi.6181	Fed/St Reimb Social Services	2,363,355	2,052,564	658,900	645,800	696,400
1171.6472	Fines Red Light Running	0	622,670	650,000	550,000	650,000
1203.6194	Glen Burnie VFD Reimburseme	10,000	0	10,000	0	10,000
1423.6306	Golf Course Greens Fees	(158)	14,196	0	39,300	39,300
multi.6251-	Health Dept Fees	290,403	322,381	264,300	290,500	308,700
1146.6198	Hi Intensity Drug Reimb O'time	12,991	14,349	20,000	10,000	16,000
1552.6512	Inmate Medical Fees	7,768	11,094	8,000	10,000	12,000
1061.6174	Insurance Recovery	435,782	479,288	470,000	280,000	475,000
1434.6350	Kinder Farm Park Fees	15,866	18,525	12,000	20,000	20,000
1129.6505	Liquor in Possession Fines	0	120	2,000	2,000	2,000
1719.6515	M.A. Healthy Start	324,235	252,273	320,000	320,000	320,000
1746.6500	M.A. Personal Care Provider	170,725	195,625	165,000	165,000	165,000
multi.6516	M.A. School Health	255,998	243,207	190,000	190,000	190,000
multi.6550	Miscellaneous Revenues	5,767,285	160,714	1,207,800	500,000	1,000,000
1402.6340	North County Recr Programs	170,420	220,850	257,800	257,000	267,500
1139.6522	Parking Fines	57,933	78,601	72,000	88,000	77,000
1403.6337	Parks Miscellaneous	1,845	47,540	17,000	80,000	80,000
1403.6321	Parks Revenue	111,296	126,998	110,000	120,000	127,000
1430.6336	Permits - Jug Bay	10,753	11,675	12,100	12,000	12,000

## General Fund Revenues

### FY2000-2003 Detailed Amounts

Code	Revenue Name	Actual FY2000 Revenues	Actual FY2001 Revenues	Budgeted FY2002 Estimate	Revised FY2002 Estimate	Estimated FY2003 Revenues
1424.6335	Permits - Lake Waterford	20,490	17,715	21,000	18,000	18,000
1425.6334	Permits - Mayo	47,413	58,563	50,000	52,000	50,000
1431.6333	Permits - Thomas Point	5,927	6,281	6,200	6,200	6,200
1268.6296	Public Works Subdivisions	2,036,971	1,749,306	1,900,000	1,348,000	1,752,000
1426.6326	Quiet Waters Park	371,387	417,577	395,000	420,000	375,000
1402.6324	Randazzo Field Concessions	8,592	4,748	13,600	4,800	6,000
1402.6322	Randazzo Field Fees	81,866	74,430	79,400	74,400	76,000
1402.6323	Randazzo Field Gate Receipts	5,290	7,155	3,000	7,100	7,100
1066.6230	Rental Income	323,556	401,449	346,000	510,000	550,000
1001.6285	Sale of Surplus Property	187,313	373,952	150,000	50,000	200,000
1042.6497	Sales Tax - Penalty & Interest	95,509	19,547	5,000	5,000	5,000
1591.6507	Sheriff's Body Attachment	6,585	23,329	1,000	500	1,000
1595.6496	Sheriff's Civil Process Fees	485,257	487,223	490,000	511,000	500,000
1591.6235	Sheriff's Fees	115,513	88,980	107,000	90,000	100,000
1591.6498	Sheriff's Sales	350	5	0	1,000	1,000
1402.6338	South County Recr Programs	258,804	323,630	290,000	296,000	334,300
1041.6241	Special Benefit Distr Admin Fee	63,418	67,097	67,000	70,000	72,000
1402.6342	Special Programs	163,466	88,868	82,800	85,000	87,200
1586.6526	St. Attorney Revolving Fund	14,840	13,872	17,000	40,000	42,500
1552.6180	State Pris Hse Reimbursement	1,810,480	589,700	600,000	1,500,000	1,500,000
1586.6528	State's Atty Bad Check Fees	13,302	15,012	24,000	24,000	24,000
1268.6298	Subdivision Tracking System	0	40	0	0	0
1042.6503	Tax Sales	110,369	110,932	118,000	115,000	118,000
1306.6506	Traffic Sign Fees	56,629	21,654	50,000	29,000	50,000
1001.6534	Transfer Station Host Fee	0	0	600,000	0	0
1402.6339	West County Recr Programs	240,031	304,604	317,500	317,000	309,800
1261.6514	Zoning Violation Penalties	300	550	2,000	500	500
<b>Total Other Revenues</b>		<b>26,432,900</b>	<b>20,820,747</b>	<b>20,384,200</b>	<b>19,665,000</b>	<b>22,199,500</b>
1001.6685.	Arundel Mills Tax Increment Fu	0	0	0	1,067,000	323,000
1001.6682.	Cent Svcs Stockroom W/C (500	156,000	117,900	73,000	73,000	0
1001.6682.	Central Garage W/C (5200)	914,004	732,000	911,000	911,000	911,000
1001.6682.	GB Warehouse W/C (5000)	212,004	162,396	74,400	74,400	0
1001.6683.	General County Capital Projects	2,109,038	2,868,004	2,978,000	2,099,000	2,138,000
1001.6684.	Housing Trust Fund (2290)	110,304	0	0	0	0
1001.6684.	IPA Transfer	0	0	464,000	464,000	0

## General Fund Revenues

### FY2000-2003 Detailed Amounts

Code	Revenue Name	Actual FY2000 Revenues	Actual FY2001 Revenues	Budgeted FY2002 Estimate	Revised FY2002 Estimate	Estimated FY2003 Revenues
1001.6685.	Nursery Road Tax Incr Fund (2	1,170,278	1,376,888	1,506,000	1,578,000	2,045,000
1001.6686.	Pension System Fund (6050)	24,996	53,604	60,000	55,000	55,000
1001.6682.	Print Shop W/C (5000)	63,996	47,796	52,700	52,700	0
1001.6681.	W&S Interest & Sinking (4200)	199,992	199,992	200,000	200,000	200,000
1001.6681.	W&S Operating Fund (4000)	3,450,000	3,480,000	3,820,000	3,820,000	5,160,000
1001.6681.	Waste Management Services Fu	1,190,004	1,089,996	1,159,000	1,159,000	1,976,400
1001.6683.	Water & Sewer Capital Projects	1,689,441	1,525,341	1,850,000	1,618,000	1,648,000
1001.6684.	Whitmore Parking Garage (200	68,226	62,971	28,000	28,000	30,000
<b>Total Interfund Reimbursements</b>		11,358,283	11,716,888	13,176,100	13,199,100	14,486,400
1001.6691.	Approp. Fund Balance	50,158,250	41,168,700	33,768,000	33,768,000	22,055,900
<b>Total Fund Balance</b>		50,158,250	41,168,700	33,768,000	33,768,000	22,055,900
<b>Grand Total All Revenues</b>		820,160,199	836,061,438	866,354,700	861,710,500	883,466,300

**TAXABLE ASSESSABLE BASE  
ANNE ARUNDEL COUNTY, MARYLAND**

<b>FY2002 Revised Estimate</b>			
	<b><u>TOTAL</u></b>	<b><u>COUNTY</u></b>	<b><u>CITY</u></b>
<b>REAL PROPERTY:</b>			
Full Year Basis			
Existing Properties	\$32,723,524,000	\$30,209,212,000	\$2,514,312,000
Full Year Basis New Construction	426,132,000	411,430,000	14,702,000
Half Year Basis New Construction	408,146,000	399,965,000	8,181,000
<b>TOTAL REAL PROPERTY</b>	<b>\$33,557,802,000</b>	<b>\$31,020,607,000</b>	<b>\$2,537,195,000</b>
<b>PERSONAL PROPERTY:</b>			
Unincorporated Businesses	57,390,000	51,686,000	5,704,000
Corporations	1,144,821,000	1,048,280,000	96,541,000
Public Utilities	1,234,168,000	1,180,826,000	53,342,000
<b>TOTAL PERSONAL PROPERTY</b>	<b>\$2,436,379,000</b>	<b>\$2,280,792,000</b>	<b>\$155,587,000</b>
<b>TOTAL ASSESSABLE BASE</b>	<b>\$35,994,181,000</b>	<b>\$33,301,399,000</b>	<b>\$2,692,782,000</b>

<b>FY2003 Budget Estimate</b>			
	<b><u>TOTAL</u></b>	<b><u>COUNTY</u></b>	<b><u>CITY</u></b>
<b>REAL PROPERTY:</b>			
Full Year Basis			
Existing Properties	\$35,093,751,000	\$32,455,309,000	\$2,638,442,000
Full Year Basis New Construction	400,000,000	387,500,000	12,500,000
Half Year Basis New Construction	400,000,000	387,500,000	12,500,000
<b>TOTAL REAL PROPERTY</b>	<b>\$35,893,751,000</b>	<b>\$33,230,309,000</b>	<b>\$2,663,442,000</b>
<b>PERSONAL PROPERTY:</b>			
Unincorporated Businesses	58,538,000	52,720,000	5,818,000
Corporations	1,156,269,000	1,058,763,000	97,506,000
Public Utilities	1,213,681,000	1,161,224,000	52,457,000
<b>TOTAL PERSONAL PROPERTY</b>	<b>\$2,428,488,000</b>	<b>\$2,272,707,000</b>	<b>\$155,781,000</b>
<b>TOTAL ASSESSABLE BASE</b>	<b>\$38,322,239,000</b>	<b>\$35,503,016,000</b>	<b>\$2,819,223,000</b>

**PROPERTY TAX RATES AND ESTIMATED YIELD PER ONE CENTS**

<b>FY2002 Revised Estimate</b>			
	<b><u>Tax Rate by Property Type</u></b>		<b><u>Yield Per 1 ¢</u></b>
	<b><u>Real</u></b>	<b><u>Personal</u></b>	<b><u>Real</u>      <u>Personal</u></b>
Outside City of Annapolis	\$0.960	\$2.400	\$2,971,000      \$582,500
Within City of Annapolis	\$0.556	\$1.390	246,000      40,000
			<b>\$3,217,000      \$622,500</b>

<b>FY2003 Budget Estimate</b>			
	<b><u>Tax Rate by Property Type</u></b>		<b><u>Yield Per 1 ¢</u></b>
	<b><u>Real</u></b>	<b><u>Personal</u></b>	<b><u>Real</u>      <u>Personal</u></b>
Outside City of Annapolis	\$0.950	\$2.375	\$3,132,000      \$582,500
Within City of Annapolis	\$0.550	\$1.375	258,000      40,000
			<b>\$3,390,000      \$622,500</b>

**ASSESSABLE BASE SUBJECT TO TAX CREDITS  
ANNE ARUNDEL COUNTY, MARYLAND**

<b><u>TAX CREDIT PROGRAM</u></b>	<b>FY2002 Revised Estimate</b>		
	<b><u>TOTAL</u></b>	<b><u>COUNTY</u></b>	<b><u>CITY</u></b>
Agricultural Tax Credit	\$37,000,000	\$37,000,000	\$0
Airport Noize Zone Tax Credit	270,000	270,000	0
Civic Association Tax Credit	60,000	60,000	0
Community Revitalization Tax Credit	0	0	0
Conservation Property Tax Credit	1,000,000	1,000,000	0
Foreign Trade Zone Tax Credit	0	0	0
Homeowners Tax Credit--Local	91,700,000	83,700,000	8,000,000
Homeowners Tax Credit--State	360,600,000	310,600,000	50,000,000
Homestead Tax Credit (104%)	452,000,000	388,000,000	64,000,000
<b>TOTAL</b>	<b>\$942,630,000</b>	<b>\$820,630,000</b>	<b>\$122,000,000</b>
 <b>TOTAL BASE LESS CREDITS</b>	 <b>\$35,051,551,000</b>	 <b>\$32,480,769,000</b>	 <b>\$2,570,782,000</b>

<b><u>TAX CREDIT PROGRAM</u></b>	<b>FY2003 Budget Estimate</b>		
	<b><u>TOTAL</u></b>	<b><u>COUNTY</u></b>	<b><u>CITY</u></b>
Agricultural Tax Credit	\$38,850,000	\$38,850,000	\$0
Airport Noize Zone Tax Credit	284,000	284,000	0
Civic Association Tax Credit	63,000	63,000	0
Community Revitalization Tax Credit	21,000,000	21,000,000	0
Conservation Property Tax Credit	1,050,000	1,050,000	0
Foreign Trade Zone Tax Credit	31,600,000	31,600,000	0
Homeowners Tax Credit--State	382,236,000	329,236,000	53,000,000
Homeowners Tax Credit--Local	167,202,000	153,722,000	13,480,000
Homestead Tax Credit (104%)	765,523,000	697,858,000	67,665,000
<b>TOTAL</b>	<b>\$1,407,808,000</b>	<b>\$1,273,663,000</b>	<b>\$134,145,000</b>
 <b>TOTAL BASE LESS CREDITS</b>	 <b>\$36,914,431,000</b>	 <b>\$34,229,353,000</b>	 <b>\$2,685,078,000</b>

## **ENTERPRISE AND OTHER FUNDS**

**Enterprise funds are used to account for certain services and programs which are operated by the county as separate businesses. These programs are not directly dependent on taxes for their operating revenue. Rather, they are supported by user fees and charges, which are levied at rates necessary to cover the costs of operation.**

**Internal service funds supported by sales to user agencies; tax increment, special community benefit, and erosion control funds supported by charges to specific property owners; forfeiture and asset seizure funds supported by court order forfeitures; the school-based child care fund supported by participant fees; the library fund supported by general county revenues, user charges and state contributions; the revenue reserve fund supported by general revenues; an economic development fund and a visitor/conference fund supported by a portion of the hotel/motel tax; and other miscellaneous funds are presented here in summary form.**

**Operating detail on enterprise or other funds can be found in the departmental detail section of this budget.**

## **ENTERPRISE AND OTHER FUNDS**

**CENTRAL GARAGE AND TRANSPORTATION INTERNAL SERVICE FUND** - Accounts for the operation of the county garages and motor pool. Revenues consist of charges to county departments for the use and repair of county vehicles.

**CENTRAL STORES INTERNAL SERVICE FUND** - Accounts for the purchasing, storing, and issuance of materials and supplies for use by various county departments. Revenues consist of billings to county departments for issues priced at cost plus operating expenses.

**CHILD CARE SPECIAL REVENUE FUND** - Accounts for the county programs to provide affordable and responsible child care during the period from the end of the school day to the parents' arrival home from work.

**CONFERENCE AND VISITORS SPECIAL REVENUE FUND** - Supports the Anne Arundel County Conference and Tourism Bureau. One half of one percent of the 7% hotel/motel tax rate is dedicated to the fund.

**DEVELOPER STREET LIGHTS SPECIAL REVENUE FUND** - Accounts for installation of street lights through developer contributions. Developers pay for installation and all associated repair and electrical costs for a two-year period, after which the fixture reverts to the county.

**ECONOMIC DEVELOPMENT SPECIAL REVENUE FUND** - Accounts for expenditures related to business development, expansion, and relocation to Anne Arundel County. One half of one percent of the 7% hotel/motel tax is dedicated to the fund.

**FORFEITURE AND ASSET SEIZURE FUND** - Accounts for the receipt and disposition of seized assets, and funds undercover narcotics investigations and administrative expenses.

**INCENTIVE LOAN FUND** - Provides financial assistance to existing small manufacturing, wholesale, trade, and business-related service industries in Anne Arundel County. Established as a revolving fund, all loans made through this program will be repaid and available for future loans.

**MARYLAND CITY ALTERNATIVE MINIMUM TAX FUND** - Accounts for developer payment of debt service on the Maryland City water and wastewater expansion projects.

**PARKING GARAGE SPECIAL REVENUE FUND** - Accounts for the operation of the county Parking Garage under an agreement with the State of Maryland which requires the county and state to pay certain amounts for employee parking, and also allows fees for others to use the facility.

**PINEY ORCHARD WASTEWATER SERVICE FUND** - Accounts for the allocation of net operating revenues between the developer who built and operates the wastewater plant and the county Department of Public Works.

**PUBLIC LIBRARIES SPECIAL REVENUE FUND** - Accounts for all financial resources of the Public Library of Annapolis and Anne Arundel County, Incorporated.

**REVENUE RESERVE FUND** - The 1992 Maryland General Assembly authorized local political subdivisions to establish non-lapsing revenue reserve accounts to support appropriations if estimated general fund revenues decline below current expense budget appropriations. A FY93 general fund contribution was made to the revenue reserve fund equivalent to the revenue from a new non-residential property tax source. Additional contributions are made through the annual budget process.

## **ENTERPRISE AND OTHER FUNDS**

**SELF INSURANCE FUND** - Accounts for the expenses, including reserves, for general liability, vehicle collision and liability, and worker's compensation claims for all county agencies and the Board of Education.

**SOLID WASTE FINANCIAL ASSURANCE FUND** - Accounts for funds required under federal law to pay the expenses of closure and post-closure monitoring of county landfills.

**TAX INCREMENT DEBT SERVICE FUND** - Accounts for accumulation of resources and payment of principal and interest on a State Transportation Bond incurred for the benefit of a legally defined tax increment district. Debt is retired through dedicated revenues which result from increased property assessments in the district.

**WASTE COLLECTION OPERATING ENTERPRISE FUND** - Accounts for the costs associated with the collection and disposal of refuse at the county landfills. Revenues originate primarily from annual service charges to customers and landfill tipping fees, and are designed to recover all operating expenses, including interest on long-term debt.

**WATER AND WASTEWATER OPERATING ENTERPRISE FUND** - Accounts for the operation of water supply systems and sewage collection and treatment systems of the county.

**WATER AND WASTEWATER UTILITY SINKING ENTERPRISE FUND** - Accounts for the accumulation of resources for, and the payment of, long-term debt principal and interest incurred on construction of water and sewer facilities. Debt is retired through dedicated revenues from water and sewer assessments and capital facilities connection charges.

**PENSION FUND** - This fund was established under the Anne Arundel County Retirement and Pension System to account for the annual operational and administrative expenses of the system.

**HEALTH INSURANCE FUND** - Accounts for the costs of health insurance, including vision, dental, and life for county employees and retirees.

## FISCAL YEAR 2003 FUND SUMMARIES

### FUND

	REVENUES	WATER	WASTEWATER	TOTAL
Utility Operations	Usage Charges	20,010,700	32,046,200	52,056,900
Fund - DPW	Penalty Charges	0	866,000	866,000
	Investment Income	244,800	0	244,800
	Annapolis Reimbursement	0	2,225,600	2,225,600
	Septic Waste Dumping	0	7,800	7,800
	Leachate	0	50,000	50,000
	Holding Tank Waste	0	20,000	20,000
	Reimbursement Lake Shore	0	33,400	33,400
	Developer Allocations	456,600	691,800	1,148,400
	Pretreatment	0	228,700	228,700
	Rental Income	452,100	3,300	455,400
	Mayo Charges	0	805,000	805,000
	Pro-Rata Reimbursement	241,600	241,600	483,200
	Miscellaneous Revenues	11,500	300,000	311,500
	Use of Fund Balance	3,396,600	1,179,700	4,576,300
	Asset Capitalization	218,100	465,800	683,900
	Total Operating Revenues	<u>25,032,000</u>	<u>39,164,900</u>	<u>64,196,900</u>

### APPROPRIATIONS

Personal Services	7,760,600	12,725,000	20,485,600
Contract Services	6,679,200	13,015,000	19,694,200
Supplies and Materials	1,157,700	1,659,400	2,817,100
Business and Travel	70,900	81,000	151,900
Capital Outlay	218,100	465,800	683,900
Sludge Generation Fees	0	106,500	106,500
Miscellaneous	2,837,500	2,987,200	5,824,700
Capital Improvements	6,308,000	8,125,000	14,433,000
Total Amount Appropriated	<u>25,032,000</u>	<u>39,164,900</u>	<u>64,196,900</u>

	REVENUES	WATER	WASTEWATER	TOTAL
Utility Debt Service	Capital Connection Charges	6,726,000	5,471,000	12,197,000
Fund - DPW	Front Foot Benefit Assessment	1,372,000	5,775,000	7,147,000
	Capital Facility Assessment	501,000	507,000	1,008,000
	Environmental Protection Fee	0	6,409,000	6,409,000
	User Connection Charges	491,000	380,000	871,000
	Investment Income	1,520,000	2,661,000	4,181,000
	Interest on Installments	7,000	7,000	14,000
	Penalties	30,000	90,000	120,000
	Mayo Charges	0	446,000	446,000
	Use of Fund Balance/Surplus	2,130,500	3,256,300	1,125,800
	Total	<u>12,777,500</u>	<u>18,489,700</u>	<u>31,267,200</u>

### APPROPRIATIONS

Principal on Actual Debt	6,780,600	10,209,400	16,990,000
Interest on Actual Debt	4,938,600	6,600,000	11,538,600
Interest on Projected Debt	873,300	1,578,300	2,451,600
Cost to Issue	55,000	32,000	87,000
Pro-Rata Shares	130,000	70,000	200,000
Total	<u>12,777,500</u>	<u>18,489,700</u>	<u>31,267,200</u>

FUND	REVENUES	APPROPRIATIONS
<b>Self-Insurance</b>	Utilities Fund Contribution	559,600
	Solid Waste Fund Contribution	55,700
	General Fund Contribution	5,119,600
	Child Care Fund Contribution	4,100
	Investment & Retained Income	851,400
	Miscellaneous Recoveries	200,000
	BOE Contribution	2,531,300
	Fund Balance -	1,060,000
	Total	8,261,700
<b>Central Garage</b>	Leased Vehicles	4,800,000
	Direct Charges	4,535,800
	Replacement Charges	6,500,000
	Auction Revenue	325,000
	Miscellaneous Recoveries	30,200
	Fund Balance -	839,800
	Total	15,351,200
<b>Public Libraries</b>	State of Maryland	1,808,000
	Fines (Overdue Books)	485,000
	Lost Book Payments	35,000
	Sales of Old Books	65,000
	Miscellaneous Income	7,000
	Copy Reproductions	15,000
	Shopping Bag Sales	3,000
	Laurel Race Track Impact Fees	50,000
	Anne Arundel County	11,385,000
	Total	13,853,000
<b>Economic Development Special Revenue</b>	Sales - Hotel/Motel	726,000
<b>Visitor &amp; Conference Special Revenue</b>	Sales - Hotel/Motel	726,000
<b>Nursery Road Tax Increment Fund</b>	Real Property - Current	2,350,000
	Investment Income	25,000
	Total	2,375,000
<b>Farmington Village Special Taxing District</b>	Reserve Fund	19,000
	Investment Income	30,000
	Special Taxes	422,000
	Total	471,000
<b>West County Tax Increment Fund</b>	Reserved Funds / Interest	72,000
	Real Property - Current	667,000
	Total	739,000
	Personal Services	1,039,800
	Contractual Servic	7,147,200
	Supplies and Mate	41,000
	Business and Trav	24,100
	Capital Outlay	9,600
	Total	8,261,700
	Personal Services	4,069,100
	Contractual Servic	586,300
	Supplies & Materia	4,124,000
	Business & Travel	14,200
	Capital Outlay	5,646,600
	Miscellaneous	911,000
	Total	15,351,200
	Personal Services	11,814,300
	Contractual Servic	1,232,900
	Supplies & Materia	406,300
	Business & Travel	44,500
	Capital Outlay	355,000
	Total	13,853,000
	Miscellaneous	726,000
	Miscellaneous	726,000
	Debt Service	356,000
	Transfer to Genera	2,019,000
	Total	2,375,000
	Debt Service	432,000
	Contractual Servic	39,000
	Total	471,000
	Debt Service	699,000
	Contractual Servic	40,000
	Total	739,000

FUND	REVENUES		APPROPRIATIONS	
Arundel Mills Tax Increment Fund	Real Property - Current	2,376,000	Debt Service	1,988,000
			Contractual Servic	65,000
			Transfer to Reserv	323,000
	Total	2,376,000	Total	2,376,000
Parole Tax Increment	Real Property - Current	1,879,000	Debt Service	1,600,000
	Investment Income	35,000	Contractual Servic	314,000
	Total	1,914,000	Total	1,914,000
Whitmore Garage Special Revenue	Sales to Using Agencies:			
	Anne Arundel County Fees	95,000	Contractual Servic	305,500
	State and Transient Fees	240,500	Pro-Rata Shares	30,000
	Total	335,500		335,500
Solid Waste Financial Assurance	Payments from SW Fund	482,100	Capital Proj. Reser	482,100
Solid Waste	Customer Service Charges	32,433,800	Personal Services	4,737,200
	Commercial Fees	1,061,700	Contractual Servic	22,929,900
	Salvage from Recycling Progs.	200,000	Supplies & Materie	678,900
	Recycling Sales	30,100	Business & Travel	25,300
	Investment Income	1,320,000	Capital Outlay	1,117,500
	Equip Buyback	185,500	Debt Service	4,285,100
	Use of Fund Balance	7,013,800	Waste Authority Cr	25,000
	Host Fees	900,000	Sinking Fund Payr	482,100
			Pro-Rata Shares	2,290,000
			Self-Insurance Fur	14,900
			Pay-as-you-go Cap	6,259,000
			Contingency	300,000
	Total	43,144,900	Total	43,144,900
Maryland City Altern. Minimum Tax	Interest Income	1,345,000	Principal	1,345,000
	Developer Contribution	458,400	Interest	458,400
	Total	1,803,400	Total	1,803,400
Child Care	Participant Charges and Fees	1,907,600	Personal Services	1,444,700
			Contractual Servic	168,100
			Supplies & Materie	165,200
			Business and Trav	8,000
			Capital Outlay	4,300
			Pro Rata	90,000
			Use of Schools	27,300
	Total	1,907,600	Total	1,907,600
Piney Orchard WW Service	WW Service Charge	600,000	Contract Services	600,000
Developer Street Light Installation	Developer Contribution	1,000,000	Contract Services	1,000,000

FUND	REVENUES		APPROPRIATIONS	
Forfeit & Asset Seizure Special Revenue	Forf. Proceeds (Court Action)	120,000	Miscellaneous	120,000
	Total	120,000	Total	120,000
Incentive Loan	IRB Fees	250,000	Miscellaneous	250,000
	Total	250,000	Total	250,000
Systems Reform Init. Special Fund	State	2,775,500	Personal Services	336,300
	Federal Grants	130,000	Contractual Servic	852,600
	Federal Pass Through	814,100	Supplies & Materia	11,200
	Other	25,200	Business & Travel	115,500
	Earnings	280,600	Miscellaneous	2,709,800
	Total	4,025,400	Total	4,025,400
Board of Education Fund	Federal Revenue	19,145,000	Administration	15,835,000
	State Revenue	175,765,000	Mid-Level Adminis	42,980,000
	Local Revenue	2,900,000	Instructional Salari	238,420,000
	County Contribution	405,500,000	Other Instruct Cos	11,790,000
			Textbooks and Sup	11,510,000
			Pupil Services	3,925,000
			Pupil Transportatic	31,755,000
			Operation of Plant	40,920,000
			Maintenance of Pl	13,305,000
			Fixed Charges	99,195,000
			Community Servic	115,000
			Capital Outlay	1,545,000
			Debt Service	21,660,000
			Special Education	70,355,000
	Total	603,310,000	Total	603,310,000
Community College Fund	State Revenue	21,350,000	Instruction	33,430,000
	Tuition and Fees	17,995,000	Academic Support	9,145,000
	Local Revenue / Fund Balance	2,450,000	Student Services	5,400,000
	County Contribution	23,720,000	Plant Operations	5,770,000
			Institutional Suppo	9,830,000
			Debt Service	1,940,000
	Total	65,515,000	Total	65,515,000
Pension Fund	Employee Pens. Contributions	8,596,000	Personal Services	463,200
	Employer Pens. Contributions	24,658,000	Contractual Servic	6,078,200
	Contribution to Pension Fund -	26,582,200	Supplies & Materia	54,400
			Business & Travel	21,000
			Pro-Rata Shares	55,000
	Total	6,671,800	Total	6,671,800

FUND	REVENUES		APPROPRIATIONS	
Health Insurance Fund	Employee Contributions	3,098,000	Cost of Health Ins	47,133,000
	Employer Contribtuions	44,035,000		
	Total	47,133,000	Total	47,133,000
IPA Fund	General Fund Transfer	1,140,400	Debt Service	283,000
	Fund Balance	898,600	Contractual Servic	100,000
			Miscellaneous	1,656,000
	Total	2,039,000	Total	2,039,000
Inmate Benefit Fund	Commissary Sales	607,400	Commissary Purch	605,400
	Telephone Commissions	290,000	Inmate Benefits / M	425,000
	Investment Income	33,000		
	Surplus Funds	100,000		
	Total	1,030,400	Total	1,030,400
Reforestation Fund	Reforestation Fees	453,600	Personal Services	82,600
			Contractual Servic	350,000
			Miscellaneous	21,000
		453,600	Total	453,600
Print Shop	Services to Using Agencies	532,700	Personal Services	369,700
			Contractual Servic	102,000
			Supplies & Materiæ	53,000
			Business & Travel	8,000
	Total	532,700	Total	532,700
Workforce Development	State Aid	3,656,000	Miscellaneous	3,656,000
Park Place TIFF	Property Taxes	5,000	Miscellaneous	5,000
National Business Park Special Tax District	Special Taxes	334,000	Debt Service	334,000

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## **SPECIAL TAXING DISTRICTS**

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**SPECIAL COMMUNITY BENEFIT DISTRICTS** - These districts have been formed through voluntary efforts by the affected communities for the purpose of allocating special benefits to the property owners over and above those which are generally provided by county government. The benefits include, but are not limited to, special police protection, maintenance and improvement of recreational and open space areas, mortgage loan repayments, street lighting, and street maintenance. Each year every district provides the county with its proposed budget and required tax rate to meet the budget.

**EROSION CONTROL AND WATERWAY IMPROVEMENT DISTRICT** - These districts have been voluntarily formed by communities to enhance and protect their waterways. The Shore Erosion Control Districts provide for the maintenance, repair, and construction of erosion control works along the Chesapeake Bay and its various tributaries. The Waterways Improvement Districts provide for the dredging of creeks and harbors which primarily benefit residential areas, for the construction of jetties and breakwaters, and for bulkheading in community-owned areas.

For both types of districts, the State Department of Natural Resources may provide no-interest loans for terms as long as twenty-five years. The annual taxes are used to make repayments to reduce the principal.

**APPROPRIATION AND REVENUE SUMMARY  
SPECIAL COMMUNITY BENEFIT DISTRICTS**

District	Business Unit	Appropriation FY2002	Assessable Base, Lots/Tax Accts.	Tax Rate	Tax Amount FY2003	Co.-held Surplus	FY2003 Funds	Community-held Funds/Revenues	Appropriation FY2003
Amberley	900001	\$24,100	67,890,186	\$0.00	\$0	\$0	\$0	\$12,800	\$12,800
Annapolis Roads	900002	183,900	78,739,150	0.023	18,100	1,300	19,400	86,800	106,200
Arundel on the Bay	900003	91,500	74,534,290	0.085	63,400	1,400	64,800	25,200	90,000
Avalon Shores	900004	34,000	583 t.a.	25.55	14,900	0	14,900	0	14,900
Bay Highlands	900005	23,900	19,376,240	0.05	9,700	0	9,700	20,700	30,400
Bay Ridge	900006	193,600	473 t.a.	420.19	198,700	50,200	248,900	0	248,900
Beverly Beach	900007	8,900	358 t.a.	27.50	9,800	100	9,900	100	10,000
Birchwood	900008	4,100	96 t.a.	40.74	3,900	0	3,900	1,200	5,100
Bittersweet	900057	12,000	11 t.a.	1,100.00	12,100	0	12,100	10,700	22,800
Cape Anne	900009	15,700	151 t.a.	50.00	7,600	100	7,700	8,100	15,800
Cape St. Claire	900010	188,700	2,243 t.a.	51.40	115,300	1,800	117,100	73,300	190,400
Carrollton Manor	900047	19,900	497 t.a.	35.00	17,400	100	17,500	10,900	28,400
Cedarhurst on the Bay	900011	57,200	41,474,300	0.14	58,100	500	58,600	3,400	62,000
Chartwell	900012	68,100	670 t.a.	38.00	25,500	0	25,500	50,100	75,600
Columbia Beach	900013	98,000	21,869,170	0.28	61,200	700	61,900	14,100	76,000
Crofton	900014	957,800	540,827,500	0.114	616,500	0	616,500	301,800	918,300
Eden Wood	900048	29,300	12 t.a.	368.42	4,400	100	4,500	29,300	33,800
Epping Forest	900015	423,600	60,000,000	0.24	144,000	100	144,100	247,900	392,000
Fairhaven Cliffs	900016	8,800	28 t.a.	210.00	5,900	4,500	10,400	0	10,400
Franklin Manor	900017	35,400	80,009,101	0.025	20,000	200	20,200	20,000	40,200
Gibson Island	900018	117,200	159,482,718	0.044	70,200	1,300	71,500	42,500	114,000
Greenbriar Gardens	900058	0	48 t.a.	190.00	9,100	0	9,100	0	9,100
Greenbriar II	900054	16,800	35 t.a.	480.00	16,800	0	16,800	0	16,800
Herald Harbor	900051	55,000	108,652,485	0.00	0	0	0	31,300	31,300
Hillsmere	900019	99,100	1,243.5 lots	65.46	81,400	200	81,600	55,400	137,000
Hunters Harbor	900020	16,800	103 t.a.	100.00	10,300	200	10,500	3,700	14,200
Indian Hills	900021	81,500	35,488,116	0.22	78,100	0	78,100	2,000	80,100
Landhaven	900022	4,600	60 t.a.	41.89	2,500	100	2,600	2,700	5,300
Long Point on the Severn	900023	39,600	52 t.a.	150.00	7,800	0	7,800	27,600	35,400
Magothy Beach	900055	3,900	156 t.a.	25.00	3,900	0	3,900	0	3,900
Manhattan Beach	900024	27,400	591 t.a.	25.00	14,800	100	14,900	7,400	22,300
North Beach Park	900025	10,000	29,764,130	0.032	9,500	0	9,500	0	9,500
Owings Beach	900026	23,300	10,338,750	0.13	13,400	200	13,600	10,500	24,100
Oyster Harbor	900027	711,700	53,835,830	0.32	172,300	5,000	177,300	465,700	643,000
Parke West	900028	45,700	424 t.a.	75.00	31,800	100	31,900	7,900	39,800
Pine Grove Village	900050	3,600	138 t.a.	40.00	5,500	200	5,700	200	5,900
Provinces	900049	10,900	898 t.a.	12.00	10,800	100	10,900	0	10,900
Queens Park	900029	13,600	450 t.a.	22.90	10,300	200	10,500	2,800	13,300
Selby on the Bay	900030	25,000	829 t.a.	25.00	20,700	0	20,700	6,100	26,800
Severna Forest	900031	3,300	171 t.a.	0.00	0	0	0	3,400	3,400
Severndale	900032	15,000	131 lots	36.45	4,800	0	4,800	12,700	17,500
Sherwood Forest	900033	572,300	341 lots	1,993.00	679,600	500	680,100	0	680,100
Shoreham Beach	900034	14,100	419 lots	30.00	12,600	0	12,600	1,300	13,900
Snug Harbor	900035	25,600	93 t.a.	228.14	21,200	0	21,200	12,100	33,300
Southgate	900036	4,300	726 t.a.	0.00	0	4,300	4,300	0	4,300
South River Heights	900037	12,600	80 t.a.	154.89	12,400	100	12,500	0	12,500
South River Manor	900038	11,000	31 t.a.	150.00	4,700	400	5,100	10,000	15,100
South River Park	900039	11,200	111 t.a.	100.00	11,100	800	11,900	0	11,900
Steedman Point	900040	8,500	15 t.a.	250.00	3,800	8,200	12,000	0	12,000
Stone Haven	900052	2,500	113 t.a.	16.18	1,800	100	1,900	500	2,400
Sylvan View on the Magothy	900044	0	140 t.a.	146.73	20,500	0	20,500	0	20,500
Tanglewood Lane	900041	7,800	13 t.a.	200.00	2,600	3,700	6,300	0	6,300
Upper Magothy Beach	900059	0	300 t.a.	50.00	15,000	0	15,000	0	15,000
Venice Beach	900042	51,200	8,440,290	0.30	25,300	0	25,300	16,100	41,400
Venice on the Bay	900053	6,400	195 t.a.	20.00	3,900	0	3,900	3,500	7,400
Wilelinor	900056	14,500	58 t.a.	290.00	16,800	0	16,800	0	16,800
Woodland Beach	900043	237,700	6,339 lots	25.00	158,500	500	159,000	11,000	170,000
Woodland Bch, Pasadena	900046	4,200	21 t.a.	200.00	4,200	0	4,200	0	4,200
Totals		\$4,786,400			\$2,974,500	\$87,400	\$3,061,900	\$1,652,800	\$4,714,700

**APPROPRIATION AND REVENUE SUMMARY  
SHORE EROSION CONTROL DISTRICTS**

District	Business Unit	Appropriation FY2002	Assessable Base, Lots/Tax Accts.	Tax Rate	Tax Amount FY2003	Estimated Fund Balance 6/30/02	Appropriation FY2003
Annapolis Cove	900371	\$5,400	210 lots	\$25.00	\$5,300	\$200	\$5,500
Annapolis Landing	900372	8,300	248 t.a.	33.00	8,200	300	8,500
Arundel on the Bay	900303	62,900	74,534,290	0.028	20,900	36,700	57,600
Bay Ridge	varies	246,200	159,200,000	varies	79,400	273,100	352,500
Cape Anne	900309	7,300	19,115,160	0.032	6,100	7,300	13,400
Cedarhurst on the Bay	900311	98,500	41,474,300	0.10	41,500	46,200	87,700
Columbia Beach	900313	12,200	21,869,170	0.05	10,900	0	10,900
Elizabeths Landing	900373	19,600	68,324,006	0.027	18,400	350	18,800
Franklin Manor	900317	23,400	80,009,010	0.022	17,600	10,650	28,300
Gibson Island	900318	132,500	159,482,718	0.014	22,300	50,400	72,700
Idlewilde	900374	58,800	14,564,320	0.04	5,800	64,100	69,900
Mason's Beach	900375	52,800	10,337,720	0.24	24,800	46,500	71,300
North Beach Park	900325	47,000	29,764,130	0.055	16,400	0	16,400
Pine Grove Village	900376	3,600	138 t.a.	18.00	2,500	700	3,200
Riviera Beach	900377	87,000	171,200,000	0.05	85,600	120,000	205,600
Snug Harbor	900335	9,800	93 t.a.	125.00	11,600	(1,800)	9,800
Totals		\$875,300			\$377,300	\$654,700	\$1,032,100

**APPROPRIATION AND REVENUE SUMMARY  
WATERWAYS IMPROVEMENT DISTRICTS**

District	Business Unit	Appropriation FY2002	Assessable Base, Lots/Tax Accts.	Tax Rate	Tax Amount FY2003	Estimated Fund Balance 6/30/02	Appropriation FY2003
Browns Pond	900680	\$15,200	11 shrs.	\$1,042.60	\$11,500	\$6,900	\$18,400
Buckingham Cove	900685	10,600	15 t.a	630.00	9,500	1,300	10,800
Cattail Creek	900687	10,800	Varies cu.yd.	1.19	5,400	5,300	10,700
Johns Creek	900681	7,400	8 t.a	925.00	7,400	200	7,600
Lake Hillsmere	900682	4,100	3,600,000	0.11	4,000	700	4,700
Lake Hillsmere II	900688	8,200	14 t.a	575.00	8,100	200	8,300
Lake Placid	900683	9,400	4,603,160	0.17	7,800	900	8,700
Romar Estates	900686	12,900	25 t.a.	515.00	12,900	100	13,000
Snug Harbor	900635	74,000	44 t.a	930.00	40,900	37,300	78,200
Spriggs Pond	900684	12,700	33 t.a	390.00	12,900	100	13,000
Whitehall	900689	7,700	13.5 shrs.	400.00	5,400	2,500	7,900
Totals		\$173,000			\$125,800	\$55,500	\$181,300

# **DEBT SCHEDULES AND STATEMENTS**

**The following section sets forth the county's long-term debt requirements. Additionally, schedules are presented with respect to the county's legal debt limitations and outstanding long-term debt as of June 30, 2002. Debt service requirements for Fiscal Year 2003 are enumerated and projects are shown for five subsequent fiscal years through 2008.**

**ANNE ARUNDEL COUNTY, MARYLAND  
SUMMARY OF FINANCIAL INFORMATION**

	<b>DEBT LIMITATIONS</b>	
	<b>13% LIMITATION GENERAL COUNTY</b>	<b>14% LIMITATION SANITARY DISTRICT</b>
Assessed Valuation (Estimated for FY2003)	\$38,322,239,000	\$35,503,016,000
Population (Estimated April 2001)	474,965	439,187
Outstanding Debt (Estimated June 30, 2002)	\$433,115,037	\$250,080,210
Ratio to Assessed Valuation	1.13%	0.70%
Per Capita Debt	\$912	\$569
Debt Limit	\$4,981,891,070	\$4,970,422,240
Debt Margin	\$4,548,776,033	\$4,720,342,030

**GENERAL FUND AND ENTERPRISE FUND  
STATEMENT OF LONG-TERM OUTSTANDING DEBT -- JUNE 30, 2002**

General Fund:

General Various Purpose	\$264,080,191
School Construction	156,222,528
Board of Trustees, Anne Arundel Community College	12,812,318

Tax Increment Funds:

Arundel Mills (Rt. 100) - Bonds	28,000,000
Nursery Road - Bonds	291,824
Nursery Road - State Advances -- Highway Construction	517,025
West County (National Business Park) - Bonds	14,000,000
Installment Purchase Agreements	3,837,174

Enterprise Funds:

Solid Waste Disposal	27,699,963
Water and Wastewater Utility Fund	250,080,210

<b>TOTAL DEBT OUTSTANDING</b>	<b>\$757,541,233</b>
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**General County Obligation Statement of Debt Service Requirements**  
**Actual and Projected for Fiscal Years 2003 - 2008**

			<b>FY2003</b>	<b>FY2004</b>	<b>FY2005</b>	<b>FY2006</b>	<b>FY2007</b>	<b>FY2008</b>
<u>Controller</u>								
Actual debt - Bonds	Principal		\$24,474,700	\$22,412,400	\$20,421,900	\$20,021,900	\$20,235,600	\$17,409,300
	Interest		9,930,600	11,742,500	10,728,800	9,685,600	8,641,300	7,660,500
Commercial Paper	Interest		1,352,300	1,352,300	1,352,300	1,352,300	1,352,300	1,352,300
Projected debt	Principal		-	7,380,000	10,860,000	14,340,000	17,820,000	21,300,000
	Interest		-	9,955,000	12,739,100	15,331,800	17,733,100	19,943,000
	Cost of issue		265,000	285,000	295,000	305,000	315,000	325,000
Total - Controller			36,022,600	53,127,200	56,397,100	61,036,600	66,097,300	67,990,100
<u>Board of Education</u>								
Bonds	Principal		13,820,500	13,320,800	12,592,600	12,408,700	11,217,900	12,094,100
	Interest		7,288,500	7,041,500	6,408,100	5,743,700	5,095,800	4,533,000
Total - Board of Education			21,109,000	20,362,300	19,000,700	18,152,400	16,313,700	16,627,100
<u>Community College</u>								
Bonds	Principal		1,301,700	1,126,800	984,100	960,000	869,800	849,100
	Interest		569,400	562,800	513,200	463,200	412,600	368,800
Total - Community College			1,871,100	1,689,600	1,497,300	1,423,200	1,282,400	1,217,900
<u>Nursery Road TIF</u>								
Actual debt - Bonds	Principal		50,800	49,900	60,500	57,800	72,800	-
	Interest		14,300	11,900	9,600	6,600	3,700	-
State advances	Principal		272,700	118,900	125,400	-	-	-
	Interest		18,300	9,000	9,000	3,100	-	-
Total - Nursery Road TIF			356,100	189,700	204,500	67,500	76,500	0
<u>West County TIF</u>								
Actual debt - Bonds	Principal		-	-	-	30,000	53,000	79,000
	Interest		1,032,500	1,032,500	1,032,500	1,031,400	1,028,300	1,023,400
Total - West County TIF			1,032,500	1,032,500	1,032,500	1,061,400	1,081,300	1,102,400
<u>Arundel Mills TIF</u>								
Actual debt - Bonds	Principal		-	-	-	-	75,000	120,000
	Interest		1,988,000	1,988,000	1,988,000	1,988,000	1,985,300	1,978,400
Total - Arundel Mills TIF			1,988,000	1,988,000	1,988,000	1,988,000	2,060,300	2,098,400
<u>Installment Purchase Agreement Fund</u>								
Actual debt - Bonds	Principal		9,200	9,000	9,000	9,000	9,000	9,000
	Interest		226,100	225,600	225,000	224,500	224,000	223,400
Total - IPA Fund			235,300	234,600	234,000	233,500	233,000	232,400
<u>Solid Waste Fund</u>								
Actual debt - Bonds	Principal		2,937,300	2,930,200	2,966,000	2,956,600	2,879,000	2,857,500
	Interest		1,347,800	1,206,100	1,064,900	924,700	782,500	642,600
Projected debt	Principal		-	-	-	-	-	-
	Interest		-	-	-	-	-	-
Commercial Paper	Interest		-	-	-	-	-	-
Total - Solid Waste Fund			4,285,100	4,136,300	4,030,900	3,881,300	3,661,500	3,500,100
Total Debt Service Requirement			\$66,899,700	\$82,760,200	\$84,385,000	\$87,843,900	\$90,806,000	\$92,768,400

**Water and Wastewater Utility Statement of Debt Service Requirements**  
**Actual and Projected for Fiscal Years 2003 - 2008**

<u>Water</u>								
Actual debt - Bonds	Principal		\$6,780,600	\$6,293,900	\$5,725,900	\$5,631,900	\$5,138,400	\$4,719,000
	Interest		4,938,600	4,626,500	4,325,700	4,035,700	3,758,300	3,512,600
Projected debt	Principal		-	655,200	1,206,900	1,758,600	2,310,300	2,862,100
	Interest		395,800	1,430,000	2,261,300	3,062,300	3,832,900	4,105,900
	Cost of issue		132,500	142,500	147,500	152,500	157,500	162,500
Total Water Debt Requirement			12,247,500	13,148,100	13,667,300	14,641,000	15,197,400	15,362,100
<u>Wastewater</u>								
Actual debt - Bonds	Principal		10,209,500	9,404,500	9,273,000	9,074,800	8,546,300	7,948,500
	Interest		6,600,000	6,141,100	5,714,000	5,276,700	4,847,100	4,443,300
Projected debt	Principal		-	965,500	1,827,600	2,689,700	3,551,700	4,413,800
	Interest		583,300	2,142,900	3,445,000	4,699,700	5,907,100	6,336,700
	Cost of issue		137,500	152,500	162,500	172,500	182,500	287,500
Total Wastewater Debt Requirement			17,530,300	18,806,500	20,422,100	21,913,400	23,034,700	23,429,800
Commercial Paper	Interest		995,000	995,000	995,000	995,000	995,000	995,000
Total Utility Debt			\$30,772,800	\$32,949,600	\$35,084,400	\$37,549,400	\$39,227,100	\$39,786,900

**Maryland City Project Statement of Debt Service Requirements**  
**Actual and Projected for Fiscal Years 2003 - 2008**

<u>Maryland City Project</u>								
	Principal		\$1,345,000	\$1,415,000	\$1,475,000	\$1,535,000	\$1,600,000	\$1,665,000
	Interest		458,400	391,100	334,500	275,500	212,600	145,400
Total AMT Utility Debt			\$1,803,400	\$1,806,100	\$1,809,500	\$1,810,500	\$1,812,600	\$1,810,400

# **FY2003 CAPITAL BUDGET SUMMARY**

**The Anne Arundel County Fiscal Year 2003 *Capital Budget and Program* is a companion volume to the *Current Expense Budget*. According to the provisions of the County Charter, and within the policy framework of the County master plan, the comprehensive growth management plan, and the water and sewer master plan, all projects in the capital budget have been reviewed to coordinate public facilities by geographic area for optimum land and space utilization.**

**Detailed description sheets are included in the capital budget document for all active and programmed projects. Capital projects with an authorization request for the 2003 fiscal year or from prior years constitute the current capital budget. The capital program contains a funding summary for the five-year capital program FY2004 through FY2008 and includes all projects which are proposed for that period.**

**The summary information in this document is furnished for ready reference only and is not intended to replace the capital budget document as a source of information for citizens interested in the scheduling and financing of capital improvements.**

## **The Capital Budget Fiscal Year 2003 Summary**

### **Highlights of Proposed Budget**

The Anne Arundel County FY2003 proposed Capital Budget and Program is issued in this companion volume to the Current Expense Budget. Pursuant to the provisions of the county charter, and within the policy framework of the county master plan, the comprehensive growth management plan, and the water and sewer master plans, all projects in the capital budget have been reviewed to coordinate public facilities by geographical area for optimum land and space utilization. Detailed description sheets are included for all active and programmed projects. Capital projects with an approved authorization for the 2003 fiscal year or from prior years constitute the current FY2003 Capital Budget. The capital program contains a funding summary for the five-year capital program FY2004 through FY2008 and includes all projects which are currently planned for those years.

The FY2003 Capital Budget is proposed at \$194.7 million and consists of \$144.3 million for General County projects, \$44.1 million for water and wastewater projects, and \$6.3 million for Solid Waste. Charts and graphs depicting the relative share of available funds being devoted to various classes of projects as well as identifying the major funding sources used to finance the capital budget and program are provided on the proceeding pages for easy reference.

Highlights of General County projects include continued funding for Rural Legacy and Agricultural Easement programs, and a new Information Technology Enhancement project including first year funding for a public safety mobile data information project which will provide for the placement of 50 devices in public safety vehicles throughout the County. The Police Headquarters building will be the subject of a \$1 million renovation to enhance emergency communication and evidence collection capabilities. The FY2003 capital budget includes funding to complete construction of the new Davidsonville Park and continues to fund basic park maintenance projects. Despite significant reductions in the Program Open Space (POS) state grant funding program, the East Park Aquatic Facility remains fully funded in the program, with preliminary construction funding provided in FY2003. Although State funding was not forthcoming to support the lighting of fields at Severn Danza Park, the County's match remains to "light what can be lit" and to encourage state support in FY2004.

The Board of Education's capital budget includes the final installment of construction funding for Mayo Elementary School and the first year installment of construction funding for Marley Elementary School. Design funding is provided for a replacement Marley Middle School, with construction funding for this \$41.4 million project provided over fiscal years 2004 and 2005. The proposed capital program follows this project with a new \$31 million addition, science lab and air conditioning project at Arundel High School. In addition to these two large secondary school projects, the capital program maintains previously programmed funding of nearly \$58 million for Tracey's, Harman, Lake Shore, and Pasadena Elementary Schools. Furthermore, construction funding is provided in FY2003 for the predominantly impact fee funded new Seven Oaks Elementary School. The proposed budget also fully funds at \$14 million the Board's FY2003 request for Maintenance Backlog, Building Systems Renovation, and Roof Replacement projects.

The County's support for "life long learning" is exemplified in the FY2003 capital budget by \$17.7 million of construction funding for the Center for Applied Learning & Technology (CALT) at the Community College, and the final installment of \$8.4 million in construction funding for the new West County Regional Library in the Odenton Town Center.

### **Highlights of Proposed Budget (cont.)**

The proposed capital budget provides a total of \$11 million for Road Resurfacing, Road Reconstruction and Masonry Reconstruction projects, up \$1 million over the previous year. Increased funding is also provided for the NPDES Permit Program. Despite financial constraints at the State level, the County's support for dredging projects and other waterway improvement projects is substantially maintained. In order to enable the County to continue to maximize state funding in support of such projects by forward funding eligible projects, a one-time \$2 million appropriation is added to this class of projects to provide the necessary cash flow. Although state funding for the Parole Intermodal Transit Facility was not forthcoming in the FY2003 legislative session, additional County funding has been provided to encourage state funding in FY2004.

The Waste Management capital budget includes \$1.7 million to complete the upgrade of the Glen Burnie Convenience Center and \$2.7 million to upgrade the landfill gas management system in Millersville. Utility projects include \$4.8 million for the Mayo Wastewater Reclamation Facility Expansion project, \$6.0 million for the Annapolis Wastewater Reclamation Facility Expansion project, \$3.9 million for the Cayuga Farms Pump Station and Force Main project, \$3.2 million for the Broadneck Wastewater Reclamation Facility Holding Pond project, \$4.5 million for the Ridgeview Pump Station and Force Main project, and \$3.4 million for the ongoing, multi-year, Sewer Main Rehabilitation and Replacement project. Water projects include over \$9.7 million for transmission main construction projects throughout the County, and \$4.2 million for the ongoing, multi-year, Water Main Rehabilitation and Replacement project.

### FY2003 DEBT AFFORDABILITY

	<u>FY2003</u>	<u>FY2004</u>	<u>FY2005</u>	<u>FY2006</u>	<u>FY2007</u>	<u>FY2008</u>
New Authority, Normal	\$65,000,000	\$65,000,000	\$65,000,000	\$65,000,000	\$65,000,000	\$65,000,000
New Authority, IPA	\$0	\$5,400,000	\$4,050,000	\$3,600,000	\$3,150,000	\$2,700,000
<b>Total New Authority</b>	<b>\$65,000,000</b>	<b>\$70,400,000</b>	<b>\$69,050,000</b>	<b>\$68,600,000</b>	<b>\$68,150,000</b>	<b>\$67,700,000</b>
Debt Service as % of Revenues (9%)	7.6%	8.0%	8.0%	8.2%	8.2%	8.2%
Debt as % of Est. Full Value (1.50%)	1.48%	1.48%	1.49%	1.48%	1.46%	1.44%
Debt Per Capita (\$1,000)	\$1,088	\$1,124	\$1,157	\$1,183	\$1,203	\$1,219
Debt to Personal Income (3.0%)	2.9%	2.9%	2.9%	2.8%	2.8%	2.7%

Debt Service	\$64,600,819	\$71,284,824	\$75,011,970	\$79,660,014	\$83,801,786	\$86,863,424
Debt, at end of fiscal year	\$540,346,303	\$562,585,142	\$583,060,564	\$600,311,238	\$614,657,386	\$627,088,633
General Fund Revenues	\$855,000,000	\$893,600,000	\$933,200,000	\$974,800,000	\$1,018,100,000	\$1,063,300,000
Est. Full Value (\$000)	\$36,631,000	\$37,913,000	\$39,240,000	\$40,613,000	\$42,034,000	\$43,505,000
Population	496,780	500,440	504,100	507,580	511,060	514,540
Total Personal Income (\$000)	\$18,679,000	\$19,520,000	\$20,398,000	\$21,316,000	\$22,275,000	\$23,277,000

### BONDS & PAYGO AFFORDABILITY COMPARED WITH USE OF BONDS & PAYGO IN PROPOSED BUDGET

#### Bonds Affordability

	<u>FY2003</u>	<u>FY2004</u>	<u>FY2005</u>	<u>FY2006</u>	<u>FY2007</u>	<u>FY2008</u>
Affordable New Authority	65,000,000	70,400,000	69,050,000	68,600,000	68,150,000	67,700,000
Use of New Bond Authority	65,177,000	69,598,000	69,294,000	80,916,000	47,930,000	27,675,000
<b>Amount Over (Under) Affordability</b>	<b>177,000</b>	<b>(802,000)</b>	<b>244,000</b>	<b>12,316,000</b>	<b>(20,220,000)</b>	<b>(40,025,000)</b>

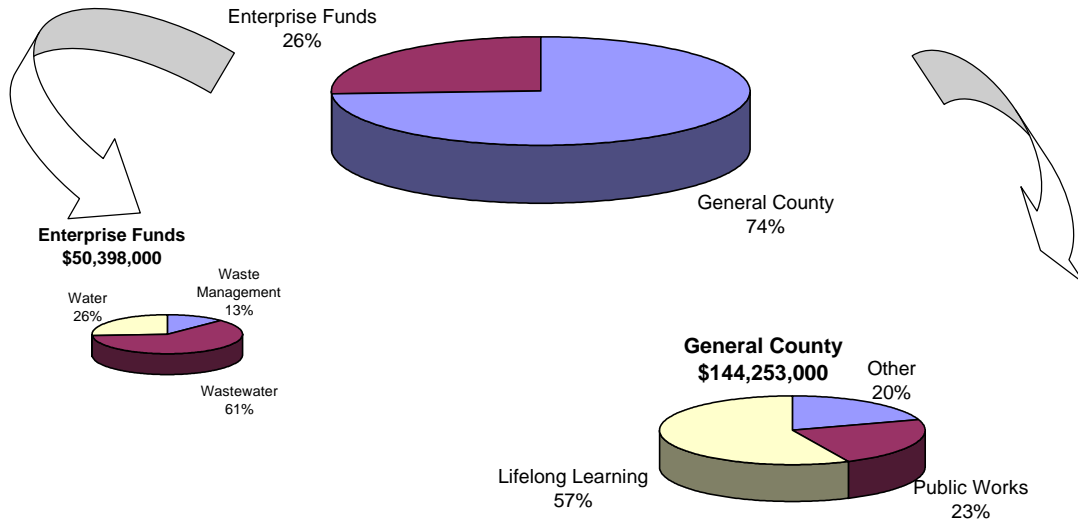
#### PayGo Affordability

Recurring Revenues for PayGo	23,000,000	23,000,000	23,000,000	23,000,000	23,000,000	23,000,000
Retained for use in Operating Budget	(5,500,000)					
<b>Adjusted Affordability</b>	<b>17,500,000</b>	<b>23,000,000</b>	<b>23,000,000</b>	<b>23,000,000</b>	<b>23,000,000</b>	<b>23,000,000</b>
Use of PayGo	17,500,000	24,169,000	25,286,000	23,260,000	30,684,000	22,559,000
<b>Amount Over (Under) Affordability</b>	<b>0</b>	<b>1,169,000</b>	<b>2,286,000</b>	<b>260,000</b>	<b>7,684,000</b>	<b>(441,000)</b>

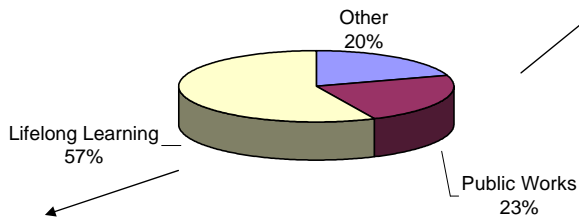
#### Bonds & PayGo Affordability (Combined)

Bonds & PayGo Affordability	82,500,000	93,400,000	92,050,000	91,600,000	91,150,000	90,700,000
Use of Bonds & PayGo	82,677,000	93,767,000	94,580,000	104,176,000	78,614,000	50,234,000
<b>Amount Over (Under) Affordability</b>	<b>177,000</b>	<b>367,000</b>	<b>2,530,000</b>	<b>12,576,000</b>	<b>(12,536,000)</b>	<b>(40,466,000)</b>

# **FY2003 Capital Budget Major Categories \$194,651,000**



## **FY2003 Capital Budget General County \$144,253,000**



Other		
	millions	
General County	12.4	9%
Community Development	6.3	4%
Fire & Police	1.7	1%
Recreation & Parks	8.5	6%
	<u>28.9</u>	<u>20%</u>

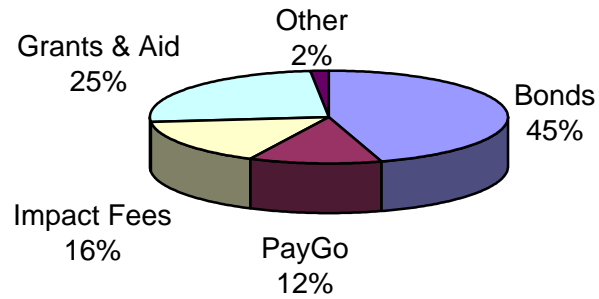
Lifelong Learning		
	millions	
School Offsite	0.6	0%
Board of Education	52.0	36%
Community College	18.3	13%
Library	11.1	8%
	<u>82.0</u>	<u>57%</u>

Public Works		
	millions	
Roads & Bridges	18.6	13%
Traffic Control	0.7	0%
Storm Drains	6.2	4%
Waterway Improvement	7.9	5%
	<u>33.4</u>	<u>23%</u>

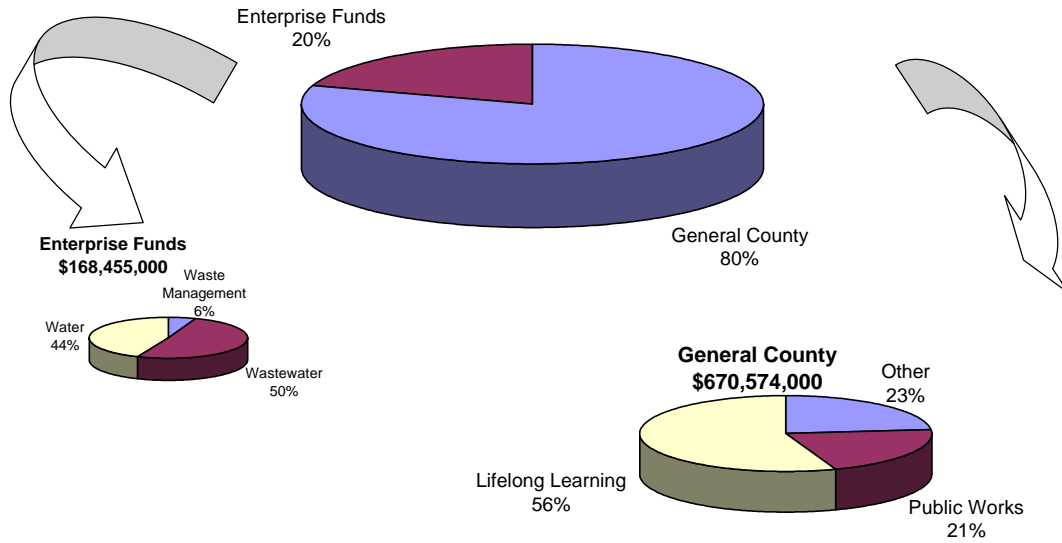
## FY2003 Capital Budget General County

Bonds	65,177,000
PayGo	17,500,000
Impact Fees	23,000,000
Grants & Aid	36,126,000
Other	2,450,000
	<hr/>
Total	144,253,000

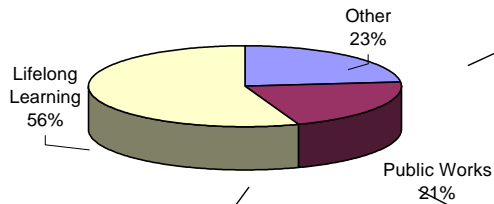
## FY2003 Capital Budget Funding Sources



# Capital Budget and Program Major Categories \$839,029,000



## Capital Budget and Program General County \$670,574,000



Other		
	millions	
General County	77.6	12%
Community Development	14.0	2%
Fire & Police	14.4	2%
Recreation & Parks	51.0	8%
	157.0	23%

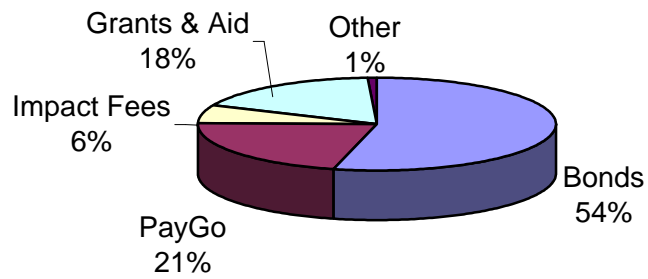
Lifelong Learning		
	millions	
School Offsite	3.3	0.5%
Board of Education	302.7	45%
Community College	39.5	6%
Library	26.9	4%
	372.4	56%

Public Works		
	millions	
Roads & Bridges	78.1	12%
Traffic Control	5.0	1%
Storm Drains	21.6	3%
Waterway Improvement	36.4	5%
	132.9	21%

## FY2003 Capital Budget and Program General County

Bonds	360,590,000
PayGo	143,458,000
Impact Fees	42,777,000
Grants & Aid	117,550,000
Other	6,199,000
Total	<hr/> 670,574,000

### Capital Budget and Program Funding Sources



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## *Project Class Summary*

## *County Executive Request*

<i>Project Class</i>	<i>(\$000)</i>	<i>Total</i>	<i>Prior</i>	<i>FY2003</i>	<i>FY2004</i>	<i>FY2005</i>	<i>FY2006</i>	<i>FY2007</i>	<i>FY2008</i>
<b>General County</b>	\$200,030	\$122,428	\$12,357	\$15,241	\$13,707	\$12,125	\$13,441	\$10,731	
<b>Community Development</b>	\$50,807	\$36,814	\$6,343	\$1,530	\$1,530	\$1,530	\$1,530	\$1,530	
<b>Fire &amp; Police</b>	\$88,015	\$73,611	\$1,714	\$1,710	\$1,591	\$9,189	\$100	\$100	
<b>Recreation &amp; Parks</b>	\$122,665	\$71,639	\$8,471	\$7,100	\$10,605	\$9,800	\$10,850	\$4,200	
<b>Roads &amp; Bridges</b>	\$263,449	\$185,310	\$18,641	\$12,349	\$12,349	\$11,600	\$11,600	\$11,600	
<b>Traffic Control</b>	\$8,476	\$3,516	\$730	\$940	\$860	\$810	\$810	\$810	
<b>Storm Drains</b>	\$37,981	\$16,334	\$6,170	\$3,993	\$2,857	\$3,027	\$2,800	\$2,800	
<b>Waterway Improvement</b>	\$52,435	\$16,081	\$7,856	\$5,541	\$6,411	\$8,077	\$4,794	\$3,675	
<b>School Off-Site</b>	\$5,518	\$2,218	\$550	\$550	\$550	\$550	\$550	\$550	
<b>Board of Education</b>	\$590,956	\$288,224	\$52,021	\$62,689	\$60,725	\$63,824	\$45,598	\$17,875	
<b>Community College</b>	\$54,324	\$14,803	\$18,268	\$5,572	\$2,701	\$8,496	\$2,926	\$1,558	
<b>Library</b>	\$43,387	\$16,491	\$11,132	\$2,886	\$3,013	\$3,146	\$3,286	\$3,433	
<b><i>General County</i></b>	\$1,518,043	\$847,469	\$144,253	\$120,101	\$116,899	\$132,174	\$98,285	\$58,862	
<b>Waste Management</b>	\$28,800	\$19,279	\$6,259	\$0	\$0	\$300	\$2,962	\$0	
<b><i>Solid Waste</i></b>	\$28,800	\$19,279	\$6,259	\$0	\$0	\$300	\$2,962	\$0	
<b>Wastewater</b>	\$251,190	\$165,837	\$30,927	\$14,628	\$13,128	\$10,019	\$8,325	\$8,325	
<b>Water</b>	\$161,636	\$88,053	\$13,212	\$23,223	\$18,661	\$5,790	\$6,362	\$6,334	
<b><i>Utility</i></b>	\$412,826	\$253,890	\$44,139	\$37,851	\$31,789	\$15,809	\$14,687	\$14,659	
<b><i>Grand-Total:</i></b>	\$1,959,669	\$1,120,638	\$194,651	\$157,952	\$148,688	\$148,283	\$115,934	\$73,521	

# Funding Source Summary

# County Executive Request

<i>Funding Source</i>	<i>(\$000)</i>	<i>Total</i>	<i>Prior</i>	<i>FY2003</i>	<i>FY2004</i>	<i>FY2005</i>	<i>FY2006</i>	<i>FY2007</i>	<i>FY2008</i>
<b>General County</b>									
<b>Bonds</b>									
General County Bonds	\$663,212	\$301,930	\$65,177	\$69,598	\$69,294	\$80,916	\$47,930	\$27,675	
<b>Bonds</b>	\$663,212	\$301,930	\$65,177	\$69,598	\$69,294	\$80,916	\$47,930	\$27,675	
<b>PayGo</b>									
PayGo	\$532	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
General Fund PayGo	\$334,674	\$190,638	\$17,500	\$24,169	\$25,286	\$23,260	\$30,684	\$22,559	
Bd of Ed PayGo	\$5,142	\$5,142	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Community College Pay Go	\$510	\$510	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>PayGo</b>	\$340,858	\$196,290	\$17,500	\$24,169	\$25,286	\$23,260	\$30,684	\$22,559	
<b>Impact Fees</b>									
Hwy Impact Fees Dist 1	\$11,590	\$7,581	\$3,355	\$93	\$561	\$0	\$0	\$0	\$0
Hwy Impact Fees Dist 2	\$5,881	\$5,345	\$536	\$0	\$0	\$0	\$0	\$0	\$0
Hwy Impact Fees Dist 3	\$4,189	\$3,927	(\$119)	\$381	\$0	\$0	\$0	\$0	\$0
Hwy Impact Fees Dist 4	\$9,886	\$6,188	\$3,698	\$0	\$0	\$0	\$0	\$0	\$0
Hwy Impact Fees Dist 5	\$2,966	\$2,442	\$524	\$0	\$0	\$0	\$0	\$0	\$0
Impact Fees - Ed	\$1,950	\$450	\$250	\$250	\$250	\$250	\$250	\$250	\$250
Ed Impact Fees Dist 1	\$27,320	\$2,629	\$11,099	\$5,192	\$2,800	\$2,800	\$2,800	\$2,800	\$0
Ed Impact Fees Dist 2	\$1,635	\$1,135	\$500	\$0	\$0	\$0	\$0	\$0	\$0
Ed Impact Fees Dist 3	\$767	\$440	\$327	\$0	\$0	\$0	\$0	\$0	\$0
Ed Impact Fees Dist 5	\$1,200	\$1,200	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Ed Impact Fees Dist 6	\$13,448	\$9,118	\$2,830	\$1,500	\$0	\$0	\$0	\$0	\$0
Ed Impact Fees Dist 7	\$4,595	\$2,195	\$0	\$1,093	\$807	\$500	\$0	\$0	\$0
<b>Impact Fees</b>	\$85,427	\$42,650	\$23,000	\$8,509	\$4,418	\$3,550	\$3,050	\$250	
<b>Grants &amp; Aid</b>									
Grants and Aid-CP Fed	\$2,446	\$2,446	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Federal Aviation Auth	\$1,033	\$1,033	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fed Bridge Repair Prgm	\$2,170	\$2,170	\$0	\$0	\$0	\$0	\$0	\$0	\$0
EPA Erosion & Water Qlty	\$337	\$19	\$2	\$71	\$100	\$145	\$0	\$0	\$0
Other Fed Grants	\$48,370	\$36,015	\$5,455	\$860	\$860	\$1,710	\$2,610	\$860	
POS - Acquisition	\$19,250	\$12,750	\$0	\$1,100	\$1,900	\$2,000	\$1,000	\$500	
POS - Development	\$20,428	\$11,078	\$1,100	\$1,000	\$2,000	\$2,000	\$2,000	\$1,250	
MDE Erosion & Water Qlty	\$4,305	\$360	\$1,659	\$560	\$553	\$1,173	\$0	\$0	
MD Waterway Improvement	\$12,040	\$4,014	\$698	\$1,882	\$2,118	\$2,209	\$1,119	\$0	
Maryland Higher Education	\$19,945	\$4,525	\$8,050	\$1,570	\$650	\$3,850	\$42	\$618	
Inter-Agency Committee	\$117,033	\$67,171	\$10,123	\$8,288	\$8,540	\$10,211	\$8,700	\$4,000	
Other State Grants	\$63,185	\$50,771	\$9,039	\$675	\$675	\$675	\$675	\$675	
<b>Grants &amp; Aid</b>	\$310,542	\$192,352	\$36,126	\$16,006	\$17,396	\$23,973	\$16,146	\$7,903	
<b>Other</b>									
Developer Contribution	\$5,035	\$4,936	\$99	\$0	\$0	\$0	\$0	\$0	\$0
Other Funding Sources	\$18,454	\$14,327	\$1,872	\$1,325	\$255	\$225	\$225	\$225	\$225
Forfeiture	\$180	\$180	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Insurance Recoveries	\$500	\$500	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Miscellaneous	\$20	\$0	\$20	\$0	\$0	\$0	\$0	\$0	\$0
Project Reimbursement	\$750	\$750	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Proceeds from Sale	\$50	\$50	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Bonds Previously Issued	\$3,400	\$3,400	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Tax Reimbursement	\$1,637	\$1,637	\$0	\$0	\$0	\$0	\$0	\$0	\$0
City of Annapolis	\$268	\$0	\$24	\$244	\$0	\$0	\$0	\$0	\$0
Laurel Racetrack	\$535	\$350	\$185	\$0	\$0	\$0	\$0	\$0	\$0

Wednesday, May 01, 2002

# Funding Source Summary

# County Executive Request

<i>Funding Source</i>	<i>(\$000)</i>	<i>Total</i>	<i>Prior</i>	<i>FY2003</i>	<i>FY2004</i>	<i>FY2005</i>	<i>FY2006</i>	<i>FY2007</i>	<i>FY2008</i>
PayGo Surplus		\$88	\$88	\$0	\$0	\$0	\$0	\$0	\$0
Cable Fees		\$7,000	\$7,000	\$0	\$0	\$0	\$0	\$0	\$0
Critical Area Reforestation		\$2,900	\$2,900	\$0	\$0	\$0	\$0	\$0	\$0
Reforestation (Tree Bill)		\$1,050	\$1,050	\$0	\$0	\$0	\$0	\$0	\$0
School Waiver Fees		\$3,500	\$2,000	\$250	\$250	\$250	\$250	\$250	\$250
Waiver Fees-Old Mill		\$392	\$392	\$0	\$0	\$0	\$0	\$0	\$0
BOE Developer Contributions		\$9,685	\$9,685	\$0	\$0	\$0	\$0	\$0	\$0
Dorchester Tax District		\$16,000	\$16,000	\$0	\$0	\$0	\$0	\$0	\$0
Farmington Village Tax Dist		\$7,000	\$7,000	\$0	\$0	\$0	\$0	\$0	\$0
Natl. Bus Park Tax Dist		\$14,002	\$14,002	\$0	\$0	\$0	\$0	\$0	\$0
Arundel Mills Tax District		\$28,000	\$28,000	\$0	\$0	\$0	\$0	\$0	\$0
<b>Other</b>		\$120,446	\$114,247	\$2,450	\$1,819	\$505	\$475	\$475	\$475
<b>General County</b>		\$1,520,485	\$847,469	\$144,253	\$120,101	\$116,899	\$132,174	\$98,285	\$58,862

## Solid Waste

### Bonds

Solid Waste Bonds	\$7,995	\$7,995	\$0	\$0	\$0	\$0	\$0	\$0
<b>Bonds</b>	\$7,995	\$7,995	\$0	\$0	\$0	\$0	\$0	\$0

### PayGo

Solid Wst Mgmt PayGo	\$20,055	\$10,534	\$6,259	\$0	\$0	\$300	\$2,962	\$0
<b>PayGo</b>	\$20,055	\$10,534	\$6,259	\$0	\$0	\$300	\$2,962	\$0

### Other

Project Reimbursement	\$750	\$750	\$0	\$0	\$0	\$0	\$0	\$0
<b>Other</b>	\$750	\$750	\$0	\$0	\$0	\$0	\$0	\$0
<b>Solid Waste</b>	\$28,800	\$19,279	\$6,259	\$0	\$0	\$300	\$2,962	\$0

## Utility

### Bonds

General County Bonds	\$760	\$760	\$0	\$0	\$0	\$0	\$0	\$0
Water Bonds	\$99,798	\$62,528	\$6,405	\$17,305	\$12,959	\$200	\$200	\$200
WasteWater Bonds	\$149,379	\$103,457	\$32,505	\$6,703	\$4,371	\$1,542	\$400	\$400
<b>Bonds</b>	\$249,937	\$166,745	\$38,910	\$24,008	\$17,330	\$1,742	\$600	\$600

### PayGo

WasteWater PayGo	\$69,735	\$25,101	\$8,125	\$7,025	\$7,857	\$7,577	\$7,025	\$7,025
Water PayGo	\$60,421	\$24,607	\$6,308	\$5,918	\$5,702	\$5,590	\$6,162	\$6,134
<b>PayGo</b>	\$130,156	\$49,708	\$14,433	\$12,943	\$13,559	\$13,167	\$13,187	\$13,159

### Grants & Aid

Other State Grants	\$5,088	\$5,413	(\$325)	\$0	\$0	\$0	\$0	\$0
<b>Grants &amp; Aid</b>	\$5,088	\$5,413	(\$325)	\$0	\$0	\$0	\$0	\$0

### Other

Developer Contribution	\$10,277	\$12,761	(\$2,484)	\$0	\$0	\$0	\$0	\$0
Other Funding Sources	\$8,019	\$7,021	\$998	\$0	\$0	\$0	\$0	\$0
City of Annapolis	\$1,618	\$9,911	(\$8,293)	\$0	\$0	\$0	\$0	\$0
User Connections	\$7,731	\$2,331	\$900	\$900	\$900	\$900	\$900	\$900
<b>Other</b>	\$27,645	\$32,024	(\$8,879)	\$900	\$900	\$900	\$900	\$900
<b>Utility</b>	\$412,826	\$253,890	\$44,139	\$37,851	\$31,789	\$15,809	\$14,687	\$14,659

**Grand-Total:** 1,962,111 \$1,120,638 \$194,651 \$157,952 \$148,688 \$148,283 \$115,934 \$73,521

Wednesday, May 01, 2002

## *Project Class Funding Sources*

## *County Executive Request*

<i>Funding Source</i>	<i>(\$000)</i>	<i>Total</i>	<i>Prior</i>	<i>FY2003</i>	<i>FY2004</i>	<i>FY2005</i>	<i>FY2006</i>	<i>FY2007</i>	<i>FY2008</i>
<b>Project Class: General County</b>									
<i>Bonds</i>		\$88,204	\$50,711	\$3,641	\$9,663	\$7,254	\$6,095	\$5,645	\$5,195
<i>PayGo</i>		\$78,851	\$46,352	\$3,106	\$5,178	\$6,053	\$5,630	\$7,396	\$5,136
<i>Grants &amp; Aid</i>		\$17,873	\$10,448	\$5,425	\$400	\$400	\$400	\$400	\$400
<i>Other</i>		\$15,102	\$14,917	\$185	\$0	\$0	\$0	\$0	\$0
<b>General County</b>		\$200,030	\$122,428	\$12,357	\$15,241	\$13,707	\$12,125	\$13,441	\$10,731
<b>Project Class: Community Development</b>									
<i>PayGo</i>		\$7,521	\$3,401	\$770	\$670	\$670	\$670	\$670	\$670
<i>Grants &amp; Aid</i>		\$40,552	\$31,204	\$5,048	\$860	\$860	\$860	\$860	\$860
<i>Other</i>		\$2,734	\$2,209	\$525	\$0	\$0	\$0	\$0	\$0
<b>Community Development</b>		\$50,807	\$36,814	\$6,343	\$1,530	\$1,530	\$1,530	\$1,530	\$1,530
<b>Project Class: Fire &amp; Police</b>									
<i>Bonds</i>		\$54,587	\$41,445	\$1,464	\$1,508	\$1,431	\$8,739	\$0	\$0
<i>PayGo</i>		\$6,174	\$4,912	\$250	\$202	\$160	\$450	\$100	\$100
<i>Grants &amp; Aid</i>		\$27,254	\$27,254	\$0	\$0	\$0	\$0	\$0	\$0
<b>Fire &amp; Police</b>		\$88,015	\$73,611	\$1,714	\$1,710	\$1,591	\$9,189	\$100	\$100
<b>Project Class: Recreation &amp; Parks</b>									
<i>Bonds</i>		\$48,610	\$27,042	\$4,163	\$3,450	\$5,055	\$3,350	\$4,600	\$950
<i>PayGo</i>		\$17,248	\$7,752	\$1,696	\$1,550	\$1,650	\$1,600	\$1,500	\$1,500
<i>Grants &amp; Aid</i>		\$56,327	\$36,370	\$2,607	\$2,100	\$3,900	\$4,850	\$4,750	\$1,750
<i>Other</i>		\$480	\$475	\$5	\$0	\$0	\$0	\$0	\$0
<b>Recreation &amp; Parks</b>		\$122,665	\$71,639	\$8,471	\$7,100	\$10,605	\$9,800	\$10,850	\$4,200
<b>Project Class: Roads &amp; Bridges</b>									
<i>Bonds</i>		\$83,511	\$48,923	\$4,244	\$6,056	\$6,213	\$6,025	\$6,025	\$6,025
<i>PayGo</i>		\$55,917	\$22,665	\$5,502	\$5,550	\$5,550	\$5,550	\$5,550	\$5,550
<i>Impact Fees</i>		\$34,512	\$25,483	\$7,994	\$474	\$561	\$0	\$0	\$0
<i>Grants &amp; Aid</i>		\$5,411	\$4,675	\$736	\$0	\$0	\$0	\$0	\$0
<i>Other</i>		\$84,098	\$83,564	\$165	\$269	\$25	\$25	\$25	\$25
<b>Roads &amp; Bridges</b>		\$263,449	\$185,310	\$18,641	\$12,349	\$12,349	\$11,600	\$11,600	\$11,600
<b>Project Class: Traffic Control</b>									
<i>PayGo</i>		\$8,476	\$3,516	\$730	\$940	\$860	\$810	\$810	\$810
<b>Traffic Control</b>		\$8,476	\$3,516	\$730	\$940	\$860	\$810	\$810	\$810
<b>Project Class: Storm Drains</b>									
<i>Bonds</i>		\$18,314	\$8,661	\$3,570	\$1,799	\$1,057	\$1,227	\$1,000	\$1,000
<i>PayGo</i>		\$14,783	\$6,713	\$900	\$800	\$1,570	\$1,600	\$1,600	\$1,600
<i>Grants &amp; Aid</i>		\$494	\$0	\$400	\$94	\$0	\$0	\$0	\$0
<i>Other</i>		\$4,390	\$960	\$1,300	\$1,300	\$230	\$200	\$200	\$200
<b>Storm Drains</b>		\$37,981	\$16,334	\$6,170	\$3,993	\$2,857	\$3,027	\$2,800	\$2,800

## *Project Class Funding Sources*

## *County Executive Request*

<i>Funding Source</i>	<i>(\$000)</i>	<i>Total</i>	<i>Prior</i>	<i>FY2003</i>	<i>FY2004</i>	<i>FY2005</i>	<i>FY2006</i>	<i>FY2007</i>	<i>FY2008</i>
<b>Project Class: Waterway Improvement</b>									
<i>Bonds</i>		\$26,145	\$7,889	\$2,969	\$2,447	\$2,965	\$3,875	\$3,000	\$3,000
<i>PayGo</i>		\$6,136	\$1,736	\$2,400	\$400	\$400	\$400	\$400	\$400
<i>Grants &amp; Aid</i>		\$20,119	\$6,421	\$2,487	\$2,694	\$3,046	\$3,802	\$1,394	\$275
<i>Other</i>		\$35	\$35	\$0	\$0	\$0	\$0	\$0	\$0
<b>Waterway Improvement</b>		\$52,435	\$16,081	\$7,856	\$5,541	\$6,411	\$8,077	\$4,794	\$3,675
<b>Project Class: School Off-Site</b>									
<i>Bonds</i>		\$2,993	\$1,193	\$300	\$300	\$300	\$300	\$300	\$300
<i>PayGo</i>		\$2,515	\$1,015	\$250	\$250	\$250	\$250	\$250	\$250
<i>Other</i>		\$10	\$10	\$0	\$0	\$0	\$0	\$0	\$0
<b>School Off-Site</b>		\$5,518	\$2,218	\$550	\$550	\$550	\$550	\$550	\$550
<b>Project Class: Board of Education</b>									
<i>Bonds</i>		\$300,391	\$100,971	\$28,881	\$42,003	\$44,068	\$46,803	\$27,300	\$10,365
<i>PayGo</i>		\$103,486	\$86,554	(\$3,509)	\$4,113	\$4,010	\$3,010	\$6,298	\$3,010
<i>Impact Fees</i>		\$50,915	\$17,167	\$15,006	\$8,035	\$3,857	\$3,550	\$3,050	\$250
<i>Grants &amp; Aid</i>		\$122,567	\$71,455	\$11,373	\$8,288	\$8,540	\$10,211	\$8,700	\$4,000
<i>Other</i>		\$13,597	\$12,077	\$270	\$250	\$250	\$250	\$250	\$250
<b>Board of Education</b>		\$590,956	\$288,224	\$52,021	\$62,689	\$60,725	\$63,824	\$45,598	\$17,875
<b>Project Class: Community College</b>									
<i>Bonds</i>		\$26,471	\$6,936	\$10,118	\$2,372	\$951	\$4,502	\$60	\$840
<i>PayGo</i>		\$10,350	\$3,342	\$100	\$1,630	\$1,100	\$144	\$2,824	\$100
<i>Grants &amp; Aid</i>		\$19,945	\$4,525	\$8,050	\$1,570	\$650	\$3,850	\$42	\$618
<b>Community College</b>		\$56,766	\$14,803	\$18,268	\$5,572	\$2,701	\$8,496	\$2,926	\$1,558
<b>Project Class: Library</b>									
<i>Bonds</i>		\$13,986	\$8,159	\$5,827	\$0	\$0	\$0	\$0	\$0
<i>PayGo</i>		\$29,401	\$8,332	\$5,305	\$2,886	\$3,013	\$3,146	\$3,286	\$3,433
<b>Library</b>		\$43,387	\$16,491	\$11,132	\$2,886	\$3,013	\$3,146	\$3,286	\$3,433
<i>General County</i>		\$1,520,485	\$847,469	\$144,253	\$120,101	\$116,899	\$132,174	\$98,285	\$58,862
<b>Project Class: Waste Management</b>									
<i>Bonds</i>		\$7,995	\$7,995	\$0	\$0	\$0	\$0	\$0	\$0
<i>PayGo</i>		\$20,055	\$10,534	\$6,259	\$0	\$0	\$300	\$2,962	\$0
<i>Other</i>		\$750	\$750	\$0	\$0	\$0	\$0	\$0	\$0
<b>Waste Management</b>		\$28,800	\$19,279	\$6,259	\$0	\$0	\$300	\$2,962	\$0
<i>Solid Waste</i>		\$28,800	\$19,279	\$6,259	\$0	\$0	\$300	\$2,962	\$0

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## *Project Class Funding Sources*

## *County Executive Request*

<i>Funding Source</i>	<i>(\$000)</i>	<i>Total</i>	<i>Prior</i>	<i>FY2003</i>	<i>FY2004</i>	<i>FY2005</i>	<i>FY2006</i>	<i>FY2007</i>	<i>FY2008</i>
<b>Project Class: Wastewater</b>									
<i>Bonds</i>	\$150,139	\$104,217	\$32,505	\$6,703	\$4,371	\$1,542	\$400	\$400	
<i>PayGo</i>	\$69,735	\$25,101	\$8,125	\$7,025	\$7,857	\$7,577	\$7,025	\$7,025	
<i>Grants &amp; Aid</i>	\$5,088	\$5,413	(\$325)	\$0	\$0	\$0	\$0	\$0	
<i>Other</i>	\$26,228	\$31,106	(\$9,378)	\$900	\$900	\$900	\$900	\$900	
<b>Wastewater</b>	\$251,190	\$165,837	\$30,927	\$14,628	\$13,128	\$10,019	\$8,325	\$8,325	
<b>Project Class: Water</b>									
<i>Bonds</i>	\$99,798	\$62,528	\$6,405	\$17,305	\$12,959	\$200	\$200	\$200	
<i>PayGo</i>	\$60,421	\$24,607	\$6,308	\$5,918	\$5,702	\$5,590	\$6,162	\$6,134	
<i>Other</i>	\$1,417	\$918	\$499	\$0	\$0	\$0	\$0	\$0	
<b>Water</b>	\$161,636	\$88,053	\$13,212	\$23,223	\$18,661	\$5,790	\$6,362	\$6,334	
<i>Utility</i>	\$412,826	\$253,890	\$44,139	\$37,851	\$31,789	\$15,809	\$14,687	\$14,659	
<b>Grand-Total:</b>	\$1,962,111	\$1,120,638	\$194,651	\$157,952	\$148,688	\$148,283	\$115,934	\$73,521	

# APPENDICES

**Supplementary information contained in the following section includes the salary schedules and a summary of positions and staffing changes by department, with a separate listing of new positions.**

Anne Arundel County, Maryland

Position Summary

Fiscal Year 2003

General Fund

	FY2001 Actual	FY2002 Original	FY2002 Adjusted	FY2003 Proposed	FY2003 Approved	Change from Approved
Administrative Hearings	2.4	2.4	2.4	2.4	2.4	-
Board of Election Supervisors	29.0	21.0	21.0	32.0	32.0	11.0
Board of License Commissioners	19.0	24.0	24.0	24.0	24.0	-
Office of Central Services	198.5	203.5	203.5	138.5	138.5	(65.0)
Chief Administrative Officer	8.0	8.0	8.0	13.0	13.0	5.0
Circuit Court	64.0	66.0	67.0	68.0	68.0	1.0
County Executive	26.0	28.0	28.0	23.0	23.0	(5.0)
Department of Aging	90.9	90.9	92.9	95.9	95.9	3.0
Office of Information Services	-	-	-	92.0	92.0	92.0
Office of Detention Facilities	435.0	435.0	435.0	434.0	434.0	(1.0)
Ethics Commission	1.6	1.6	1.6	1.6	1.6	-
Fire Department	643.0	654.0	654.0	654.0	654.0	-
Department of Health	744.7	765.1	776.2	782.2	782.2	6.0
Department of Inspections and Permits	150.0	151.0	151.0	149.0	149.0	(2.0)
Office of Law	33.0	35.0	35.0	35.8	35.8	0.8
Legislative Branch	40.0	40.0	40.0	40.0	40.0	-
Office of Finance	74.8	77.8	77.8	77.8	77.8	-
Office of the Budget	10.0	10.0	10.0	9.0	9.0	(1.0)
Office of the Sheriff	99.0	99.0	99.0	100.0	100.0	1.0
Office of the State's Attorney	98.0	102.0	102.0	102.0	102.0	-
Orphans Court	3.0	3.0	3.0	3.0	3.0	-
Office of Personnel	41.9	44.9	44.9	44.9	44.9	-
Office of Planning and Zoning	95.0	96.0	96.0	91.0	91.0	(5.0)
Police Department	1,038.0	1,038.0	1,038.0	1,047.0	1,047.0	9.0
Department of Public Works	336.0	340.0	340.0	347.0	347.0	7.0
Recreation and Parks	106.0	107.0	109.0	109.0	109.0	-
Department of Social Services	127.0	127.0	134.5	147.2	147.2	12.7
Total	4,513.8	4,570.2	4,593.8	4,663.3	4,663.3	69.5

Anne Arundel County, Maryland  
**Position Summary**  
**Fiscal Year 2003**

**All Funds**

	FY2001 Actual	FY2002 Original	FY2002 Adjusted	FY2003 Proposed	FY2003 Approved	Change from Approved
General Fund	4,513.8	4,570.2	4,593.8	4,663.3	4,663.3	69.5
Child Care Fund	7.0	7.0	7.0	7.0	7.0	-
Local Management Board / SRI	4.0	4.0	4.0	4.0	4.0	-
Water and Wastewater Operating Fund	369.0	362.0	362.0	353.0	353.0	(9.0)
Solid Waste Fund	76.0	82.8	82.8	82.8	82.8	-
Central Stores Fund	19.0	19.0	19.0	8.0	8.0	(11.0)
Self-Insurance Fund	18.0	18.0	18.0	18.0	18.0	-
Central Garage	75.0	75.0	75.0	73.0	73.0	(2.0)
Pension Fund	5.0	6.0	6.0	7.8	7.8	1.8
Reforestation Fund	-	-	-	1.0	1.0	1.0
Library Fund	209.0	209.0	209.0	211.0	211.0	2.0
Board of Education Fund	7,824.6	7,891.0	7,891.0	7,984.8	7,984.8	93.8
Community College Fund	678.0	692.0	691.0	697.0	697.0	6.0
Total	13,798.4	13,936.0	13,958.6	14,110.7	14,110.7	152.1

Anne Arundel County, Maryland  
New and Deleted Positions  
Fiscal Year 2003

<u>New Positions</u>		<u>Deleted Positions</u>	
<b><u>Office of the Sheriff (1.0)</u></b>		<b><u>Circuit Court (1.0)</u></b>	
Deputy Sheriff I	1.0	ADR Coordinator	1.0
<b><u>Office of Personnel (1.0)</u></b>			
Personnel Assistant (Pension Fund)	1.0		
<b><u>Office of the State's Attorney (1.0)</u></b>			
Paralegal	1.0		
<b><u>Police Department (9.0)</u></b>			
Police Communications Operator	8.0		
Detective	1.0		
<b><u>Public Works (10.0)</u></b>			
Construction Inspector	8.0		
Office Support Assistant II	2.0		
<b><u>Department of Aging (3.0)</u></b>			
Office Support Assistant II	1.0		
Human Services Specialist	2.0		
<b><u>Library (2.0)</u></b>			
Library Associate (Crofton)	1.0		
Circulation Assistant (Crofton)	1.0		
<b><u>Community College (6.0)</u></b>			
Instructor	6.0		
<b><u>Board of Education (93.8)</u></b>			
Teacher - Enrollment Increase	8.0		
Teacher - Middle School Program	40.0		
Teacher - Class Size Reduction	10.0		
Assistant Principal	3.0		
Teacher - Gifted and Talented	1.0		
Teacher - ESOL	3.0		
Social Worker	1.0		
Teachers - Special Education	8.0		
Assistants - Special Education	11.0		
Speech Pathologist	3.0		
Psychologist	1.3		
Custodian	4.5		

**Administrative Hearings**  
*Fiscal Year 2003 Approved Budget*

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**General Fund**

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	1.0	1.0	1.0	1.0	1.0
Office Support	0.0	0.0	0.0	0.0	0.0
Non-County	0.4	0.4	0.4	0.4	0.4
Total	2.4	2.4	2.4	2.4	2.4

# Board of Election Supervisors

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Other	16.0	8.0	8.0	17.0	17.0
Non-County	13.0	13.0	13.0	15.0	15.0
Total	29.0	21.0	21.0	32.0	32.0

# Board of License Commissioners

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Non-County	19.0	24.0	24.0	24.0	24.0
Total	19.0	24.0	24.0	24.0	24.0

**Office of Central Services**  
*Fiscal Year 2003 Approved Budget*

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**General Fund**

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	106.0	111.0	112.0	47.0	47.0
Technical	73.5	73.5	73.5	74.5	74.5
Office Support	18.0	18.0	17.0	16.0	16.0
Total	198.5	203.5	203.5	138.5	138.5

# Chief Administrative Officer

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	4.0	4.0	4.0	7.0	7.0
Management/Professional	3.0	3.0	3.0	5.0	5.0
Office Support	1.0	1.0	1.0	1.0	1.0
Total	8.0	8.0	8.0	13.0	13.0

# Circuit Court

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	56.0	58.0	59.0	60.0	60.0
Office Support	8.0	8.0	8.0	8.0	8.0
Total	64.0	66.0	67.0	68.0	68.0

# Office of the County Executive

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	18.0	19.0	19.0	16.0	16.0
Management/Professional	8.0	9.0	9.0	7.0	7.0
Total	26.0	28.0	28.0	23.0	23.0

**Department of Aging**  
*Fiscal Year 2003 Approved Budget*

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**General Fund**

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	58.5	58.5	60.5	62.5	62.5
Office Support	26.8	26.8	26.8	27.8	27.8
Other	4.6	4.6	4.6	4.6	4.6
Total	90.9	90.9	92.9	95.9	95.9

# Office of Information Services

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	0.0	0.0	0.0	84.5	84.5
Technical	0.0	0.0	0.0	2.0	2.0
Office Support	0.0	0.0	0.0	5.5	5.5
Total	0.0	0.0	0.0	92.0	92.0

# Office of Detention Facilities

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	65.0	65.0	65.0	64.0	64.0
Technical	8.0	8.0	8.0	8.0	8.0
Office Support	65.0	65.0	65.0	65.0	65.0
Uniformed Detention Center	296.0	296.0	296.0	296.0	296.0
Total	435.0	435.0	435.0	434.0	434.0

# Ethics Commission

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.6	1.6	1.6	1.6	1.6
Total	1.6	1.6	1.6	1.6	1.6

# Fire Department

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	10.0	10.0	10.0	10.0	10.0
Technical	2.0	2.0	2.0	2.0	2.0
Office Support	10.0	10.0	10.0	10.0	10.0
Uniformed Fire	620.0	631.0	631.0	631.0	631.0
Total	643.0	654.0	654.0	654.0	654.0

**Department of Health**  
*Fiscal Year 2003 Approved Budget*

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**General Fund**

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	48.0	48.0	56.0	56.0	56.0
Office Support	3.0	3.0	3.0	3.0	3.0
Other	323.7	344.1	344.2	350.2	350.2
Non-County	370.0	370.0	373.0	373.0	373.0
Total	744.7	765.1	776.2	782.2	782.2

# Department of Inspections and Permits

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	47.0	48.0	48.0	46.0	46.0
Technical	65.0	65.0	65.0	65.0	65.0
Office Support	37.0	37.0	37.0	37.0	37.0
Total	150.0	151.0	151.0	149.0	149.0

## Office of Law

*Fiscal Year 2003 Approved Budget*

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### General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	2.0	2.0	2.0	2.0	2.0
Management/Professional	29.0	29.0	29.0	29.0	29.0
Other	2.0	4.0	4.0	4.8	4.8
Total	33.0	35.0	35.0	35.8	35.8

# Legislative Branch

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	18.0	18.0	18.0	18.0	18.0
Management/Professional	14.0	14.0	14.0	14.0	14.0
Other	8.0	8.0	8.0	8.0	8.0
Total	40.0	40.0	40.0	40.0	40.0

# Office of Finance

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	38.6	40.6	40.6	40.6	40.6
Technical	1.0	1.0	1.0	1.0	1.0
Office Support	34.2	35.2	35.2	35.2	35.2
Total	74.8	77.8	77.8	77.8	77.8

# Office of the Budget

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	9.0	9.0	9.0	8.0	8.0
Office Support	1.0	1.0	1.0	1.0	1.0
Total	10.0	10.0	10.0	9.0	9.0

# Office of the Sheriff

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	2.0	2.0	2.0	2.0	2.0
Management/Professional	6.0	6.0	6.0	6.0	6.0
Technical	8.0	8.0	8.0	8.0	8.0
Office Support	13.0	13.0	13.0	13.0	13.0
Uniformed Sheriff	70.0	70.0	70.0	71.0	71.0
Total	99.0	99.0	99.0	100.0	100.0

# Office of the State's Attorney

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	48.0	50.0	48.0	47.0	47.0
Office Support	40.0	39.0	41.0	42.0	42.0
Other	9.0	12.0	12.0	12.0	12.0
Total	98.0	102.0	102.0	102.0	102.0

# Orphans Court

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	3.0	3.0	3.0	3.0	3.0
Total	3.0	3.0	3.0	3.0	3.0

# Office of Personnel

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	2.0	2.0	2.0	2.0	2.0
Management/Professional	39.0	42.0	42.0	42.0	42.0
Other	0.9	0.9	0.9	0.9	0.9
Total	41.9	44.9	44.9	44.9	44.9

# Office of Planning and Zoning

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	70.9	72.9	72.9	67.9	67.9
Technical	3.0	2.0	2.0	2.0	2.0
Office Support	20.1	20.1	20.1	20.1	20.1
Total	95.0	96.0	96.0	91.0	91.0

# Police Department

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	37.0	37.0	37.0	37.0	37.0
Technical	108.0	108.0	108.0	116.0	116.0
Office Support	84.0	84.0	84.0	84.0	84.0
Other	143.0	143.0	143.0	143.0	143.0
Uniformed Police	665.0	665.0	665.0	666.0	666.0
Total	1,038.0	1,038.0	1,038.0	1,047.0	1,047.0

# Department of Public Works

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	103.4	113.6	113.7	118.1	118.1
Technical	201.8	196.9	196.9	199.0	199.0
Office Support	29.8	28.6	28.4	28.9	28.9
Total	336.0	340.0	340.0	347.0	347.0

## Recreation and Parks

*Fiscal Year 2003 Approved Budget*

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### General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Appointed/Elected	1.0	1.0	1.0	1.0	1.0
Management/Professional	60.0	61.0	63.0	63.0	63.0
Technical	34.0	34.0	34.0	34.0	34.0
Office Support	11.0	11.0	11.0	11.0	11.0
Total	106.0	107.0	109.0	109.0	109.0

# Department of Social Services

*Fiscal Year 2003 Approved Budget*

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## General Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	9.0	9.0	9.0	9.0	9.0
Office Support	5.0	5.0	5.0	5.0	5.0
Other	101.0	101.0	108.5	121.2	121.2
Non-County	12.0	12.0	12.0	12.0	12.0
Total	127.0	127.0	134.5	147.2	147.2

## Recreation and Parks

*Fiscal Year 2003 Approved Budget*

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### Child Care Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	5.0	5.0	5.0	5.0	5.0
Technical	1.0	1.0	1.0	1.0	1.0
Office Support	1.0	1.0	1.0	1.0	1.0
Total	7.0	7.0	7.0	7.0	7.0

**Local Management Board**  
*Fiscal Year 2003 Approved Budget*

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**System Reform Initiative**

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Other	4.0	4.0	4.0	4.0	4.0
Total	4.0	4.0	4.0	4.0	4.0

## Water and Wastewater Fund

*Fiscal Year 2003 Approved Budget*

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### Water and Wastewater Operating Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	57.0	57.0	58.0	56.0	56.0
Technical	282.0	277.0	275.0	268.0	268.0
Office Support	28.0	27.0	28.0	28.0	28.0
Other	1.0	1.0	1.0	1.0	1.0
Total	368.0	362.0	362.0	353.0	353.0

## Solid Waste Fund

*Fiscal Year 2003 Approved Budget*

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### Solid Waste Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	13.0	14.0	15.0	15.0	15.0
Technical	55.0	59.8	59.8	59.8	59.8
Office Support	8.0	9.0	8.0	8.0	8.0
Total	76.0	82.8	82.8	82.8	82.8

## Central Stores Fund

*Fiscal Year 2003 Approved Budget*

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### Central Stores Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	3.0	3.0	3.0	3.0	3.0
Technical	5.0	5.0	5.0	1.0	1.0
Office Support	10.0	10.0	10.0	4.0	4.0
Other	1.0	1.0	1.0	0.0	0.0
Total	19.0	19.0	19.0	8.0	8.0

## Self Insurance Fund

*Fiscal Year 2003 Approved Budget*

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### Self-Insurance Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	12.0	12.0	12.0	12.0	12.0
Office Support	6.0	6.0	6.0	6.0	6.0
Total	18.0	18.0	18.0	18.0	18.0

**Central Garage Fund**  
*Fiscal Year 2003 Approved Budget*

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**Central Garage**

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	14.0	14.0	14.0	14.0	14.0
Technical	59.0	59.0	59.0	57.0	57.0
Office Support	2.0	2.0	2.0	2.0	2.0
Total	75.0	75.0	75.0	73.0	73.0

# Office of Personnel

*Fiscal Year 2003 Approved Budget*

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## Pension Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	5.0	6.0	6.0	7.8	7.8
Total	5.0	6.0	6.0	7.8	7.8

# Office of Planning and Zoning

*Fiscal Year 2003 Approved Budget*

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## Reforestation Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Management/Professional	0.0	0.0	0.0	1.0	1.0
Total	0.0	0.0	0.0	1.0	1.0

# Library

*Fiscal Year 2003 Approved Budget*

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## Library Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Non-County	209.0	209.0	209.0	211.0	211.0
Total	209.0	209.0	209.0	211.0	211.0

## Board of Education

*Fiscal Year 2003 Approved Budget*

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### Board of Education Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Other	7,824.6	7,891.0	7,891.0	7,984.8	7,984.8
Total	7,824.6	7,891.0	7,891.0	7,984.8	7,984.8

# Anne Arundel Community College

*Fiscal Year 2003 Approved Budget*

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## Community College Fund

	<u>Actual FY2001</u>	<u>Original FY2002</u>	<u>Adjusted FY2002</u>	<u>Proposed FY2003</u>	<u>Approved FY2003</u>
Other	678.0	692.0	691.0	697.0	697.0
Total	678.0	692.0	691.0	697.0	697.0

**FY2002-FY2003 EXEMPT SERVICE PAY SCHEDULE (EL, EX, EE, E)**  
**April 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
EL-01	<i>Annual</i>	\$20,199	\$31,425
	<i>Biweekly</i>	\$776.88	\$1,208.64
	<i>Hourly</i>	\$9.711	\$15.108
EL-02	<i>Annual</i>	\$27,512	\$42,799
	<i>Biweekly</i>	\$1,058.16	\$1,646.08
	<i>Hourly</i>	\$13.227	\$20.576
EL-03	<i>Annual</i>	\$40,399	\$62,849
	<i>Biweekly</i>	\$1,553.84	\$2,417.28
	<i>Hourly</i>	\$19.423	\$30.216
EX-01	<i>Annual</i>	\$26,804	\$40,333
	<i>Biweekly</i>	\$1,030.96	\$1,551.28
	<i>Hourly</i>	\$12.887	\$19.391
EX-02	<i>Annual</i>	\$29,592	\$44,520
	<i>Biweekly</i>	\$1,138.16	\$1,712.32
	<i>Hourly</i>	\$14.227	\$21.404
EX-03	<i>Annual</i>	\$32,661	\$49,140
	<i>Biweekly</i>	\$1,256.16	\$1,890.00
	<i>Hourly</i>	\$15.702	\$23.625
EX-04	<i>Annual</i>	\$36,054	\$54,242
	<i>Biweekly</i>	\$1,386.72	\$2,086.24
	<i>Hourly</i>	\$17.334	\$26.078
EX-05	<i>Annual</i>	\$41,808	\$66,090
	<i>Biweekly</i>	\$1,608.00	\$2,541.92
	<i>Hourly</i>	\$20.100	\$31.774
EE-01	<i>Annual</i>	\$26,804	\$40,333
	<i>Biweekly</i>	\$1,030.96	\$1,551.28
	<i>Hourly</i>	\$12.887	\$19.391
EE-02	<i>Annual</i>	\$48,485	\$76,648
	<i>Biweekly</i>	\$1,864.80	\$2,948.00
	<i>Hourly</i>	\$23.310	\$36.850
E-01	<i>Annual</i>	\$31,089	\$46,772
	<i>Biweekly</i>	\$1,195.76	\$1,798.96
	<i>Hourly</i>	\$14.947	\$22.487
E-02	<i>Annual</i>	\$48,485	\$76,648
	<i>Biweekly</i>	\$1,864.80	\$2,948.00
	<i>Hourly</i>	\$23.310	\$36.850
E-03	<i>Annual</i>	\$52,214	\$82,542
	<i>Biweekly</i>	\$2,008.24	\$3,174.72
	<i>Hourly</i>	\$25.103	\$39.684

**FY2002-FY2003 EXEMPT SERVICE PAY SCHEDULE (EL, EX, EE, E)**  
**April 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
E-04	<i>Annual</i>	\$56,230	\$88,887
	<i>Biweekly</i>	\$2,162.72	\$3,418.72
	<i>Hourly</i>	\$27.034	\$42.734
E-05	<i>Annual</i>	\$60,552	\$95,721
	<i>Biweekly</i>	\$2,328.96	\$3,681.60
	<i>Hourly</i>	\$29.112	\$46.020
E-06	<i>Annual</i>	\$66,842	\$108,300
	<i>Biweekly</i>	\$2,570.88	\$4,165.36
	<i>Hourly</i>	\$32.136	\$52.067
E-07	<i>Annual</i>	\$73,779	\$114,781
	<i>Biweekly</i>	\$2,837.68	\$4,414.64
	<i>Hourly</i>	\$35.471	\$55.183
E-08	<i>Annual</i>	\$83,371	\$129,703
	<i>Biweekly</i>	\$3,206.56	\$4,988.56
	<i>Hourly</i>	\$40.082	\$62.357
E-09	<i>Annual</i>	\$89,207	\$138,783
	<i>Biweekly</i>	\$3,431.04	\$5,337.84
	<i>Hourly</i>	\$42.888	\$66.723
E-10	<i>Annual</i>	\$95,452	\$148,498
	<i>Biweekly</i>	\$3,671.20	\$5,711.44
	<i>Hourly</i>	\$45.890	\$71.393

**NOTES:**

This pay schedule applies to employees in classifications not represented by a collective bargaining unit agreement and in appointed positions who are in the Exempt Pay and Benefit Plan (Exempt Service)

Pay schedule implemented effective with **April 4, 2002** pay period: adds 5% to 7/5/01 Minimum Pay & 7.5% to 7/5/01 Maximum Pay

Employees received 3% across the board adjustment April 4, 2002 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate determined by dividing annual pay by 2080 hours

**FY2003 EXEMPT SERVICE PAY SCHEDULE (EL, EX, EE, E)**  
**August 29, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
EL-01	<i>Annual</i>	\$20,199	\$31,425
	<i>Biweekly</i>	\$776.88	\$1,208.64
	<i>Hourly</i>	\$9.711	\$15.108
EL-02	<i>Annual</i>	\$27,512	\$42,799
	<i>Biweekly</i>	\$1,058.16	\$1,646.08
	<i>Hourly</i>	\$13.227	\$20.576
EL-03	<i>Annual</i>	\$40,399	\$62,849
	<i>Biweekly</i>	\$1,553.84	\$2,417.28
	<i>Hourly</i>	\$19.423	\$30.216
EX-01	<i>Annual</i>	\$18,055	\$27,165
	<i>Biweekly</i>	\$694.40	\$1,044.80
	<i>Hourly</i>	\$8.680	\$13.060
EX-02	<i>Annual</i>	\$18,969	\$28,544
	<i>Biweekly</i>	\$729.60	\$1,097.84
	<i>Hourly</i>	\$9.120	\$13.723
EX-03	<i>Annual</i>	\$19,934	\$29,987
	<i>Biweekly</i>	\$766.72	\$1,153.36
	<i>Hourly</i>	\$9.584	\$14.417
EX-04	<i>Annual</i>	\$20,938	\$31,504
	<i>Biweekly</i>	\$805.28	\$1,211.68
	<i>Hourly</i>	\$10.066	\$15.146
EX-05	<i>Annual</i>	\$22,001	\$33,101
	<i>Biweekly</i>	\$846.16	\$1,273.12
	<i>Hourly</i>	\$10.577	\$15.914
EX-06	<i>Annual</i>	\$23,114	\$34,777
	<i>Biweekly</i>	\$889.04	\$1,337.60
	<i>Hourly</i>	\$11.113	\$16.720
EX-07	<i>Annual</i>	\$24,285	\$36,540
	<i>Biweekly</i>	\$934.00	\$1,405.36
	<i>Hourly</i>	\$11.675	\$17.567
EX-08	<i>Annual</i>	\$25,515	\$38,388
	<i>Biweekly</i>	\$981.36	\$1,476.48
	<i>Hourly</i>	\$12.267	\$18.456
EX-09	<i>Annual</i>	\$26,804	\$40,333
	<i>Biweekly</i>	\$1,030.96	\$1,551.28
	<i>Hourly</i>	\$12.887	\$19.391

**FY2003 EXEMPT SERVICE PAY SCHEDULE (EL, EX, EE, E)**  
**August 29, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
EX-10	<i>Annual</i>	\$28,163	\$42,379
	<i>Biweekly</i>	\$1,083.20	\$1,630.00
	<i>Hourly</i>	\$13.540	\$20.375
EX-11	<i>Annual</i>	\$29,592	\$44,520
	<i>Biweekly</i>	\$1,138.16	\$1,712.32
	<i>Hourly</i>	\$14.227	\$21.404
EX-12	<i>Annual</i>	\$31,089	\$46,772
	<i>Biweekly</i>	\$1,195.76	\$1,798.96
	<i>Hourly</i>	\$14.947	\$22.487
EX-13	<i>Annual</i>	\$32,661	\$49,140
	<i>Biweekly</i>	\$1,256.16	\$1,890.00
	<i>Hourly</i>	\$15.702	\$23.625
EX-14	<i>Annual</i>	\$34,315	\$51,626
	<i>Biweekly</i>	\$1,319.84	\$1,985.60
	<i>Hourly</i>	\$16.498	\$24.820
EX-15	<i>Annual</i>	\$36,054	\$54,242
	<i>Biweekly</i>	\$1,386.72	\$2,086.24
	<i>Hourly</i>	\$17.334	\$26.078
EX-16	<i>Annual</i>	\$38,824	\$61,372
	<i>Biweekly</i>	\$1,493.20	\$2,360.48
	<i>Hourly</i>	\$18.665	\$29.506
EX-17	<i>Annual</i>	\$41,808	\$66,090
	<i>Biweekly</i>	\$1,608.00	\$2,541.92
	<i>Hourly</i>	\$20.100	\$31.774
EX-18	<i>Annual</i>	\$45,024	\$71,174
	<i>Biweekly</i>	\$1,731.68	\$2,737.44
	<i>Hourly</i>	\$21.646	\$34.218
EE-01	<i>Annual</i>	\$26,804	\$40,333
	<i>Biweekly</i>	\$1,030.96	\$1,551.28
	<i>Hourly</i>	\$12.887	\$19.391
EE-02	<i>Annual</i>	\$48,485	\$76,648
	<i>Biweekly</i>	\$1,864.80	\$2,948.00
	<i>Hourly</i>	\$23.310	\$36.850
E-01	<i>Annual</i>	\$31,089	\$46,772
	<i>Biweekly</i>	\$1,195.76	\$1,798.96
	<i>Hourly</i>	\$14.947	\$22.487
E-02	<i>Annual</i>	\$48,485	\$76,648
	<i>Biweekly</i>	\$1,864.80	\$2,948.00
	<i>Hourly</i>	\$23.310	\$36.850

**FY2003 EXEMPT SERVICE PAY SCHEDULE (EL, EX, EE, E)**  
**August 29, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
E-03	<i>Annual</i>	\$52,214	\$82,542
	<i>Biweekly</i>	\$2,008.24	\$3,174.72
	<i>Hourly</i>	\$25.103	\$39.684
E-04	<i>Annual</i>	\$56,230	\$88,887
	<i>Biweekly</i>	\$2,162.72	\$3,418.72
	<i>Hourly</i>	\$27.034	\$42.734
E-05	<i>Annual</i>	\$60,552	\$95,721
	<i>Biweekly</i>	\$2,328.96	\$3,681.60
	<i>Hourly</i>	\$29.112	\$46.020
E-06	<i>Annual</i>	\$66,842	\$108,300
	<i>Biweekly</i>	\$2,570.88	\$4,165.36
	<i>Hourly</i>	\$32.136	\$52.067
E-07	<i>Annual</i>	\$73,779	\$114,781
	<i>Biweekly</i>	\$2,837.68	\$4,414.64
	<i>Hourly</i>	\$35.471	\$55.183
E-08	<i>Annual</i>	\$83,371	\$129,703
	<i>Biweekly</i>	\$3,206.56	\$4,988.56
	<i>Hourly</i>	\$40.082	\$62.357
E-09	<i>Annual</i>	\$89,207	\$138,783
	<i>Biweekly</i>	\$3,431.04	\$5,337.84
	<i>Hourly</i>	\$42.888	\$66.723
E-10	<i>Annual</i>	\$95,452	\$148,498
	<i>Biweekly</i>	\$3,671.20	\$5,711.44
	<i>Hourly</i>	\$45.890	\$71.393

**NOTES:**

This pay schedule applies to employees in classifications not represented by a collective bargaining unit agreement and in appointed positions who are in the Exempt Pay and Benefit Plan (Exempt Service)

Pay schedule implemented effective with **August 29, 2002** pay period (Bill 52-02): expands EX grades from EX-01 through EX-18 and new salary ranges are equivalent to NR-01 through NR-18 pay grades; employees in EX grades were realigned to new EX pay grades

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate determined by dividing annual pay by 2080 hours

**FY2003 EXEMPT SERVICE PAY SCHEDULE (EL, EX, EE, E)**  
**January 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
EL-01	<i>Annual</i>	\$20,603	\$32,054
	<i>Biweekly</i>	\$792.40	\$1,232.88
	<i>Hourly</i>	\$9.905	\$15.411
EL-02	<i>Annual</i>	\$28,062	\$43,655
	<i>Biweekly</i>	\$1,079.28	\$1,679.04
	<i>Hourly</i>	\$13.491	\$20.988
EL-03	<i>Annual</i>	\$41,207	\$64,106
	<i>Biweekly</i>	\$1,584.88	\$2,465.60
	<i>Hourly</i>	\$19.811	\$30.820
EX-01	<i>Annual</i>	\$18,416	\$27,708
	<i>Biweekly</i>	\$708.32	\$1,065.68
	<i>Hourly</i>	\$8.854	\$13.321
EX-02	<i>Annual</i>	\$19,348	\$29,115
	<i>Biweekly</i>	\$744.16	\$1,119.84
	<i>Hourly</i>	\$9.302	\$13.998
EX-03	<i>Annual</i>	\$20,333	\$30,587
	<i>Biweekly</i>	\$782.00	\$1,176.40
	<i>Hourly</i>	\$9.775	\$14.705
EX-04	<i>Annual</i>	\$21,357	\$32,134
	<i>Biweekly</i>	\$821.44	\$1,235.92
	<i>Hourly</i>	\$10.268	\$15.449
EX-05	<i>Annual</i>	\$22,441	\$33,763
	<i>Biweekly</i>	\$863.12	\$1,298.56
	<i>Hourly</i>	\$10.789	\$16.232
EX-06	<i>Annual</i>	\$23,576	\$35,473
	<i>Biweekly</i>	\$906.80	\$1,364.32
	<i>Hourly</i>	\$11.335	\$17.054
EX-07	<i>Annual</i>	\$24,771	\$37,271
	<i>Biweekly</i>	\$952.72	\$1,433.52
	<i>Hourly</i>	\$11.909	\$17.919
EX-08	<i>Annual</i>	\$26,025	\$39,156
	<i>Biweekly</i>	\$1,000.96	\$1,506.00
	<i>Hourly</i>	\$12.512	\$18.825
EX-09	<i>Annual</i>	\$27,340	\$41,140
	<i>Biweekly</i>	\$1,051.52	\$1,582.32
	<i>Hourly</i>	\$13.144	\$19.779

**FY2003 EXEMPT SERVICE PAY SCHEDULE (EL, EX, EE, E)**  
**January 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
EX-10	<i>Annual</i>	\$28,726	\$43,227
	<i>Biweekly</i>	\$1,104.88	\$1,662.56
	<i>Hourly</i>	\$13.811	\$20.782
EX-11	<i>Annual</i>	\$30,184	\$45,410
	<i>Biweekly</i>	\$1,160.96	\$1,746.56
	<i>Hourly</i>	\$14.512	\$21.832
EX-12	<i>Annual</i>	\$31,711	\$47,707
	<i>Biweekly</i>	\$1,219.68	\$1,834.88
	<i>Hourly</i>	\$15.246	\$22.936
EX-13	<i>Annual</i>	\$33,314	\$50,123
	<i>Biweekly</i>	\$1,281.28	\$1,927.84
	<i>Hourly</i>	\$16.016	\$24.098
EX-14	<i>Annual</i>	\$35,001	\$52,659
	<i>Biweekly</i>	\$1,346.16	\$2,025.36
	<i>Hourly</i>	\$16.827	\$25.317
EX-15	<i>Annual</i>	\$36,775	\$55,327
	<i>Biweekly</i>	\$1,414.40	\$2,128.00
	<i>Hourly</i>	\$17.680	\$26.600
EX-16	<i>Annual</i>	\$39,600	\$62,599
	<i>Biweekly</i>	\$1,523.04	\$2,407.68
	<i>Hourly</i>	\$19.038	\$30.096
EX-17	<i>Annual</i>	\$42,644	\$67,412
	<i>Biweekly</i>	\$1,640.16	\$2,592.80
	<i>Hourly</i>	\$20.502	\$32.410
EX-18	<i>Annual</i>	\$45,924	\$72,597
	<i>Biweekly</i>	\$1,766.32	\$2,792.16
	<i>Hourly</i>	\$22.079	\$34.902
EE-01	<i>Annual</i>	\$27,340	\$41,140
	<i>Biweekly</i>	\$1,051.52	\$1,582.32
	<i>Hourly</i>	\$13.144	\$19.779
EE-02	<i>Annual</i>	\$49,455	\$78,181
	<i>Biweekly</i>	\$1,902.08	\$3,006.96
	<i>Hourly</i>	\$23.776	\$37.587
E-01	<i>Annual</i>	\$31,711	\$47,707
	<i>Biweekly</i>	\$1,219.68	\$1,834.88
	<i>Hourly</i>	\$15.246	\$22.936

**FY2003 EXEMPT SERVICE PAY SCHEDULE (EL, EX, EE, E)**  
**January 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
E-02	<i>Annual</i>	\$49,455	\$78,181
	<i>Biweekly</i>	\$1,902.08	\$3,006.96
	<i>Hourly</i>	\$23.776	\$37.587
E-03	<i>Annual</i>	\$53,258	\$84,193
	<i>Biweekly</i>	\$2,048.40	\$3,238.16
	<i>Hourly</i>	\$25.605	\$40.477
E-04	<i>Annual</i>	\$57,355	\$90,665
	<i>Biweekly</i>	\$2,206.00	\$3,487.12
	<i>Hourly</i>	\$27.575	\$43.589
E-05	<i>Annual</i>	\$61,763	\$97,635
	<i>Biweekly</i>	\$2,375.52	\$3,755.20
	<i>Hourly</i>	\$29.694	\$46.940
E-06	<i>Annual</i>	\$68,179	\$110,466
	<i>Biweekly</i>	\$2,622.24	\$4,248.72
	<i>Hourly</i>	\$32.778	\$53.109
E-07	<i>Annual</i>	\$75,255	\$117,077
	<i>Biweekly</i>	\$2,894.40	\$4,502.96
	<i>Hourly</i>	\$36.180	\$56.287
E-08	<i>Annual</i>	\$85,038	\$132,297
	<i>Biweekly</i>	\$3,270.72	\$5,088.32
	<i>Hourly</i>	\$40.884	\$63.604
E-09	<i>Annual</i>	\$90,991	\$141,559
	<i>Biweekly</i>	\$3,499.68	\$5,444.56
	<i>Hourly</i>	\$43.746	\$68.057
E-10	<i>Annual</i>	\$97,361	\$151,468
	<i>Biweekly</i>	\$3,744.64	\$5,825.68
	<i>Hourly</i>	\$46.808	\$72.821

**NOTES:**

This pay schedule applies to employees in classifications not represented by a collective bargaining unit agreement and in appointed positions who are in the Exempt Pay and Benefit Plan (Exempt Service)

Pay schedule implemented effective with **January 2, 2003** pay period: adds 2% to 8/29/02 Minimum and Maximum Pay  
Employees receive 2% across the board adjustment January 2, 2003 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate determined by dividing annual pay by 2080 hours

**FY2002-FY2003 NON-REPRESENTED PAY SCHEDULE (NR)**

**April 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
NR-01	<i>Annual</i>	\$18,055	\$27,165
	<i>Biweekly</i>	\$694.40	\$1,044.80
	<i>Weekly</i>	\$347.20	\$522.40
	<i>Hourly</i>	\$8.680	\$13.060
NR-02	<i>Annual</i>	\$18,969	\$28,544
	<i>Biweekly</i>	\$729.60	\$1,097.84
	<i>Weekly</i>	\$364.80	\$548.92
	<i>Hourly</i>	\$9.120	\$13.723
NR-03	<i>Annual</i>	\$19,934	\$29,987
	<i>Biweekly</i>	\$766.72	\$1,153.36
	<i>Weekly</i>	\$383.36	\$576.68
	<i>Hourly</i>	\$9.584	\$14.417
NR-04	<i>Annual</i>	\$20,938	\$31,504
	<i>Biweekly</i>	\$805.28	\$1,211.68
	<i>Weekly</i>	\$402.64	\$605.84
	<i>Hourly</i>	\$10.066	\$15.146
NR-05	<i>Annual</i>	\$22,001	\$33,101
	<i>Biweekly</i>	\$846.16	\$1,273.12
	<i>Weekly</i>	\$423.08	\$636.56
	<i>Hourly</i>	\$10.577	\$15.914
NR-06	<i>Annual</i>	\$23,114	\$34,777
	<i>Biweekly</i>	\$889.04	\$1,337.60
	<i>Weekly</i>	\$444.52	\$668.80
	<i>Hourly</i>	\$11.113	\$16.720
NR-07	<i>Annual</i>	\$24,285	\$36,540
	<i>Biweekly</i>	\$934.00	\$1,405.36
	<i>Weekly</i>	\$467.00	\$702.68
	<i>Hourly</i>	\$11.675	\$17.567
NR-08	<i>Annual</i>	\$25,515	\$38,388
	<i>Biweekly</i>	\$981.36	\$1,476.48
	<i>Weekly</i>	\$490.68	\$738.24
	<i>Hourly</i>	\$12.267	\$18.456
NR-09	<i>Annual</i>	\$26,804	\$40,333
	<i>Biweekly</i>	\$1,030.96	\$1,551.28
	<i>Weekly</i>	\$515.48	\$775.64
	<i>Hourly</i>	\$12.887	\$19.391
NR-10	<i>Annual</i>	\$28,163	\$42,379
	<i>Biweekly</i>	\$1,083.20	\$1,630.00
	<i>Weekly</i>	\$541.60	\$815.00
	<i>Hourly</i>	\$13.540	\$20.375

**FY2002-FY2003 NON-REPRESENTED PAY SCHEDULE (NR)**  
**April 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
NR-11	<i>Annual</i>	\$29,592	\$44,520
	<i>Biweekly</i>	\$1,138.16	\$1,712.32
	<i>Weekly</i>	\$569.08	\$856.16
	<i>Hourly</i>	\$14.227	\$21.404
NR-12	<i>Annual</i>	\$31,089	\$46,772
	<i>Biweekly</i>	\$1,195.76	\$1,798.96
	<i>Weekly</i>	\$597.88	\$899.48
	<i>Hourly</i>	\$14.947	\$22.487
NR-13	<i>Annual</i>	\$32,661	\$49,140
	<i>Biweekly</i>	\$1,256.16	\$1,890.00
	<i>Weekly</i>	\$628.08	\$945.00
	<i>Hourly</i>	\$15.702	\$23.625
NR-14	<i>Annual</i>	\$34,315	\$51,626
	<i>Biweekly</i>	\$1,319.84	\$1,985.60
	<i>Weekly</i>	\$659.92	\$992.80
	<i>Hourly</i>	\$16.498	\$24.820
NR-15	<i>Annual</i>	\$36,054	\$54,242
	<i>Biweekly</i>	\$1,386.72	\$2,086.24
	<i>Weekly</i>	\$693.36	\$1,043.12
	<i>Hourly</i>	\$17.334	\$26.078
NR-16	<i>Annual</i>	\$38,824	\$61,372
	<i>Biweekly</i>	\$1,493.20	\$2,360.48
	<i>Weekly</i>	\$746.60	\$1,180.24
	<i>Hourly</i>	\$18.665	\$29.506
NR-17	<i>Annual</i>	\$41,808	\$66,090
	<i>Biweekly</i>	\$1,608.00	\$2,541.92
	<i>Weekly</i>	\$804.00	\$1,270.96
	<i>Hourly</i>	\$20.100	\$31.774
NR-18	<i>Annual</i>	\$45,024	\$71,174
	<i>Biweekly</i>	\$1,731.68	\$2,737.44
	<i>Weekly</i>	\$865.84	\$1,368.72
	<i>Hourly</i>	\$21.646	\$34.218
NR-19	<i>Annual</i>	\$48,485	\$76,648
	<i>Biweekly</i>	\$1,864.80	\$2,948.00
	<i>Weekly</i>	\$932.40	\$1,474.00
	<i>Hourly</i>	\$23.310	\$36.850
NR-20	<i>Annual</i>	\$52,214	\$82,542
	<i>Biweekly</i>	\$2,008.24	\$3,174.72
	<i>Weekly</i>	\$1,004.12	\$1,587.36
	<i>Hourly</i>	\$25.103	\$39.684

# **FY2002-FY2003 NON-REPRESENTED PAY SCHEDULE (NR)**

**April 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
NR-21	<i>Annual</i>	\$56,230	\$88,887
	<i>Biweekly</i>	\$2,162.72	\$3,418.72
	<i>Weekly</i>	\$1,081.36	\$1,709.36
	<i>Hourly</i>	\$27.034	\$42.734
NR-22	<i>Annual</i>	\$60,552	\$95,721
	<i>Biweekly</i>	\$2,328.96	\$3,681.60
	<i>Weekly</i>	\$1,164.48	\$1,840.80
	<i>Hourly</i>	\$29.112	\$46.020
NR-23	<i>Annual</i>	\$63,580	\$102,900
	<i>Biweekly</i>	\$2,445.36	\$3,957.68
	<i>Weekly</i>	\$1,222.68	\$1,978.84
	<i>Hourly</i>	\$30.567	\$49.471
NR-24	<i>Annual</i>	\$66,842	\$108,300
	<i>Biweekly</i>	\$2,570.88	\$4,165.36
	<i>Weekly</i>	\$1,285.44	\$2,082.68
	<i>Hourly</i>	\$32.136	\$52.067

## **NOTES:**

This pay schedule applies to employees in classifications not represented by a collective bargaining unit agreement

Pay schedule implemented effective with **April 4, 2002** pay period: adds 5% to 7/5/01 Minimum Pay & 7.5% to 7/5/01 Maximum Pay

Employees received 3% across the board adjustment 4/4/02 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly rate determined by dividing annual pay by 2080 hours, rounded to 3 digits

**FY2003 NON-REPRESENTED PAY SCHEDULE (NR)**  
**January 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
NR-01	<i>Annual</i>	\$18,416	\$27,708
	<i>Biweekly</i>	\$708.32	\$1,065.68
	<i>Weekly</i>	\$354.16	\$532.84
	<i>Hourly</i>	\$8.854	\$13.321
NR-02	<i>Annual</i>	\$19,348	\$29,115
	<i>Biweekly</i>	\$744.16	\$1,119.84
	<i>Weekly</i>	\$372.08	\$559.92
	<i>Hourly</i>	\$9.302	\$13.998
NR-03	<i>Annual</i>	\$20,333	\$30,587
	<i>Biweekly</i>	\$782.00	\$1,176.40
	<i>Weekly</i>	\$391.00	\$588.20
	<i>Hourly</i>	\$9.775	\$14.705
NR-04	<i>Annual</i>	\$21,357	\$32,134
	<i>Biweekly</i>	\$821.44	\$1,235.92
	<i>Weekly</i>	\$410.72	\$617.96
	<i>Hourly</i>	\$10.268	\$15.449
NR-05	<i>Annual</i>	\$22,441	\$33,763
	<i>Biweekly</i>	\$863.12	\$1,298.56
	<i>Weekly</i>	\$431.56	\$649.28
	<i>Hourly</i>	\$10.789	\$16.232
NR-06	<i>Annual</i>	\$23,576	\$35,473
	<i>Biweekly</i>	\$906.80	\$1,364.32
	<i>Weekly</i>	\$453.40	\$682.16
	<i>Hourly</i>	\$11.335	\$17.054
NR-07	<i>Annual</i>	\$24,771	\$37,271
	<i>Biweekly</i>	\$952.72	\$1,433.52
	<i>Weekly</i>	\$476.36	\$716.76
	<i>Hourly</i>	\$11.909	\$17.919
NR-08	<i>Annual</i>	\$26,025	\$39,156
	<i>Biweekly</i>	\$1,000.96	\$1,506.00
	<i>Weekly</i>	\$500.48	\$753.00
	<i>Hourly</i>	\$12.512	\$18.825
NR-09	<i>Annual</i>	\$27,340	\$41,140
	<i>Biweekly</i>	\$1,051.52	\$1,582.32
	<i>Weekly</i>	\$525.76	\$791.16
	<i>Hourly</i>	\$13.144	\$19.779
NR-10	<i>Annual</i>	\$28,726	\$43,227
	<i>Biweekly</i>	\$1,104.88	\$1,662.56
	<i>Weekly</i>	\$552.44	\$831.28
	<i>Hourly</i>	\$13.811	\$20.782

**FY2003 NON-REPRESENTED PAY SCHEDULE (NR)**  
**January 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
NR-11	<i>Annual</i>	\$30,184	\$45,410
	<i>Biweekly</i>	\$1,160.96	\$1,746.56
	<i>Weekly</i>	\$580.48	\$873.28
	<i>Hourly</i>	\$14.512	\$21.832
NR-12	<i>Annual</i>	\$31,711	\$47,707
	<i>Biweekly</i>	\$1,219.68	\$1,834.88
	<i>Weekly</i>	\$609.84	\$917.44
	<i>Hourly</i>	\$15.246	\$22.936
NR-13	<i>Annual</i>	\$33,314	\$50,123
	<i>Biweekly</i>	\$1,281.28	\$1,927.84
	<i>Weekly</i>	\$640.64	\$963.92
	<i>Hourly</i>	\$16.016	\$24.098
NR-14	<i>Annual</i>	\$35,001	\$52,659
	<i>Biweekly</i>	\$1,346.16	\$2,025.36
	<i>Weekly</i>	\$673.08	\$1,012.68
	<i>Hourly</i>	\$16.827	\$25.317
NR-15	<i>Annual</i>	\$36,775	\$55,327
	<i>Biweekly</i>	\$1,414.40	\$2,128.00
	<i>Weekly</i>	\$707.20	\$1,064.00
	<i>Hourly</i>	\$17.680	\$26.600
NR-16	<i>Annual</i>	\$39,600	\$62,599
	<i>Biweekly</i>	\$1,523.04	\$2,407.68
	<i>Weekly</i>	\$761.52	\$1,203.84
	<i>Hourly</i>	\$19.038	\$30.096
NR-17	<i>Annual</i>	\$42,644	\$67,412
	<i>Biweekly</i>	\$1,640.16	\$2,592.80
	<i>Weekly</i>	\$820.08	\$1,296.40
	<i>Hourly</i>	\$20.502	\$32.410
NR-18	<i>Annual</i>	\$45,924	\$72,597
	<i>Biweekly</i>	\$1,766.32	\$2,792.16
	<i>Weekly</i>	\$883.16	\$1,396.08
	<i>Hourly</i>	\$22.079	\$34.902
NR-19	<i>Annual</i>	\$49,455	\$78,181
	<i>Biweekly</i>	\$1,902.08	\$3,006.96
	<i>Weekly</i>	\$951.04	\$1,503.48
	<i>Hourly</i>	\$23.776	\$37.587
NR-20	<i>Annual</i>	\$53,258	\$84,193
	<i>Biweekly</i>	\$2,048.40	\$3,238.16
	<i>Weekly</i>	\$1,024.20	\$1,619.08
	<i>Hourly</i>	\$25.605	\$40.477

**FY2003 NON-REPRESENTED PAY SCHEDULE (NR)**  
**January 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
NR-21	<i>Annual</i>	\$57,355	\$90,665
	<i>Biweekly</i>	\$2,206.00	\$3,487.12
	<i>Weekly</i>	\$1,103.00	\$1,743.56
	<i>Hourly</i>	\$27.575	\$43.589
NR-22	<i>Annual</i>	\$61,763	\$97,635
	<i>Biweekly</i>	\$2,375.52	\$3,755.20
	<i>Weekly</i>	\$1,187.76	\$1,877.60
	<i>Hourly</i>	\$29.694	\$46.940
NR-23	<i>Annual</i>	\$64,852	\$104,958
	<i>Biweekly</i>	\$2,494.32	\$4,036.88
	<i>Weekly</i>	\$1,247.16	\$2,018.44
	<i>Hourly</i>	\$31.179	\$50.461
NR-24	<i>Annual</i>	\$68,179	\$110,466
	<i>Biweekly</i>	\$2,622.24	\$4,248.72
	<i>Weekly</i>	\$1,311.12	\$2,124.36
	<i>Hourly</i>	\$32.778	\$53.109

**NOTES:**

This pay schedule applies to employees in classifications not represented by a collective bargaining unit agreement

Pay schedule implemented effective with **January 2, 2003** pay period: adds 2% to 4/4/02 Minimum & Maximum Pay  
 Employees receive 2% across the board adjustment 1/2/03 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly rate determined by dividing annual pay by 2080 hours, rounded to 3 digits

**FY2003 DETENTION OFFICER (D1) PAY SCHEDULE**  
**July 4, 2002 - April 2, 2003**

Grade	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
D-01	<i>Annual</i>	\$29,148	\$30,606	\$32,136	\$33,743	\$35,430	\$37,202	\$39,062	\$41,014	\$43,065	\$45,218	\$46,348	\$47,507
	<i>Biweekly</i>	\$1,121.04	\$1,177.12	\$1,236.00	\$1,297.84	\$1,362.72	\$1,430.88	\$1,502.40	\$1,577.44	\$1,656.32	\$1,739.12	\$1,782.64	\$1,827.20
	<i>Hourly</i>	\$14.013	\$14.714	\$15.450	\$16.223	\$17.034	\$17.886	\$18.780	\$19.718	\$20.704	\$21.739	\$22.283	\$22.840

**NOTES:**

This pay schedule applies to employees in the classification of Detention Officer I

Pay schedule implemented effective with **July 4, 2002** pay period: reflects a 3% increase to each step on pay scale resulting in a 3% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements in 12 month intervals, not to exceed maximum step on pay schedule

Hourly pay rate determined by dividing annual pay by 2080 hours, rounded to 3 digits

**FY2003 DETENTION OFFICER (D1) PAY SCHEDULE**  
**April 3, 2003 - July 2, 2003**

Grade	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
D-01	<i>Annual</i>	\$29,440	\$30,912	\$32,457	\$34,080	\$35,784	\$37,574	\$39,453	\$41,424	\$43,496	\$45,670	\$46,812	\$47,982
	<i>Biweekly</i>	\$1,132.32	\$1,188.96	\$1,248.32	\$1,310.80	\$1,376.32	\$1,445.12	\$1,517.44	\$1,593.20	\$1,672.96	\$1,756.56	\$1,800.48	\$1,845.44
	<i>Hourly</i>	\$14.154	\$14.862	\$15.604	\$16.385	\$17.204	\$18.064	\$18.968	\$19.915	\$20.912	\$21.957	\$22.506	\$23.068

**NOTES:**

This pay schedule applies to employees in the classification of Detention Officer I

Pay schedule implemented effective with **April 3, 2003** pay period: reflects a 1% increase to each step on pay scale resulting in a 1% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements in 12 month intervals, not to exceed maximum step on pay schedule

Hourly pay rate determined by dividing annual pay by 2080 hours, rounded to 3 digits

**FY2003 DETENTION SERGEANT (D3) PAY SCHEDULE**  
**July 4, 2002 - July 2, 2003**

Grade	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
D-03	<i>Annual</i>	\$39,139	\$41,096	\$43,150	\$45,308	\$47,573	\$49,952	\$52,450	\$55,072	\$57,826	\$60,717	\$62,235
	<i>Biweekly</i>	\$1,505.36	\$1,580.64	\$1,659.60	\$1,742.64	\$1,829.76	\$1,921.20	\$2,017.28	\$2,118.16	\$2,224.08	\$2,335.28	\$2,393.68
	<i>Hourly</i>	\$18.817	\$19.758	\$20.745	\$21.783	\$22.872	\$24.015	\$25.216	\$26.477	\$27.801	\$29.191	\$29.921

**NOTES:**

This pay schedule applies to employees in the classification of Detention Officer II (Detention Sergeant)

Pay schedule implemented effective with **July 4, 2002** pay period: reflects a 3% increase to each step on pay scale resulting in a 3% increase in employees' pay;  
 Adds Step 11 to pay schedule at 2.5% above Step 10

Employees who achieve a satisfactory performance review shall receive merit step advancements in 12 month intervals, not to exceed maximum step on pay schedule

Hourly pay rate determined by dividing annual pay by 2080 hours, rounded to 3 digits

**FY2002-FY2003 DETENTION MANAGEMENT (D5-D8) PAY SCHEDULE**  
**April 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
D-05	<i>Annual</i>	\$43,169	\$67,893
	<i>Biweekly</i>	\$1,660.32	\$2,611.28
	<i>Hourly</i>	\$20.754	\$32.641
D-06	<i>Annual</i>	\$52,214	\$82,542
	<i>Biweekly</i>	\$2,008.24	\$3,174.72
	<i>Hourly</i>	\$25.103	\$39.684
D-07	<i>Annual</i>	\$56,230	\$88,887
	<i>Biweekly</i>	\$2,162.72	\$3,418.72
	<i>Hourly</i>	\$27.034	\$42.734
D-08	<i>Annual</i>	\$60,552	\$95,721
	<i>Biweekly</i>	\$2,328.96	\$3,681.60
	<i>Hourly</i>	\$29.112	\$46.020

**NOTES:**

This pay schedule applies to employees in the classifications of Detention Officer III, Assistant Correctional Facility Administrator, and Correctional Facility Administrator

Pay schedule implemented effective with **April 4, 2002** pay period: adds 5% to 7/5/01 Minimum Pay and 7.5% to 7/5/01 Maximum Pay

Employees received 3% across the board adjustment April 4, 2002 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly rate determined by dividing annual pay by 2080 hours, rounded to 3 digits

**FY2003 DETENTION MANAGEMENT (D5-D8) PAY SCHEDULE**  
**January 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
D-05	<i>Annual</i>	\$44,032	\$69,251
	<i>Biweekly</i>	\$1,693.52	\$2,663.52
	<i>Hourly</i>	\$21.169	\$33.294
D-06	<i>Annual</i>	\$53,258	\$84,193
	<i>Biweekly</i>	\$2,048.40	\$3,238.16
	<i>Hourly</i>	\$25.605	\$40.477
D-07	<i>Annual</i>	\$57,355	\$90,665
	<i>Biweekly</i>	\$2,206.00	\$3,487.12
	<i>Hourly</i>	\$27.575	\$43.589
D-08	<i>Annual</i>	\$61,763	\$97,635
	<i>Biweekly</i>	\$2,375.52	\$3,755.20
	<i>Hourly</i>	\$29.694	\$46.940

**NOTES:**

This pay schedule applies to employees in the classifications of Detention Officer III, Assistant Correctional Facility Administrator, and Correctional Facility Administrator

Pay schedule implemented effective with **January 2, 2003** pay period: adds 2% to 4/4/02 Minimum and Maximum Pay  
Employees receive 2% across the board adjustment January 2, 2003 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade;  
(3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly rate determined by dividing annual pay by 2080 hours, rounded to 3 digits

# **FY2002-2003 STATE'S ATTORNEY PAY SCHEDULE (SA)**

**April 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
SA-01 (NR6-8 Range)	<i>Annual</i>	\$23,114	\$38,388
	<i>Biweekly</i>	\$889.04	\$1,476.48
	<i>Hourly</i>	\$11.113	\$18.456
SA-02 (NR9-11 Range)	<i>Annual</i>	\$26,804	\$44,520
	<i>Biweekly</i>	\$1,030.96	\$1,712.32
	<i>Hourly</i>	\$12.887	\$21.404
SA-03 (NR12-15 Range)	<i>Annual</i>	\$31,089	\$54,242
	<i>Biweekly</i>	\$1,195.76	\$2,086.24
	<i>Hourly</i>	\$14.947	\$26.078
SA-04 (NR16-17 Range)	<i>Annual</i>	\$38,824	\$66,090
	<i>Biweekly</i>	\$1,493.20	\$2,541.92
	<i>Hourly</i>	\$18.665	\$31.774
SA-05 (NR18-20 Range)	<i>Annual</i>	\$45,024	\$82,542
	<i>Biweekly</i>	\$1,731.68	\$3,174.72
	<i>Hourly</i>	\$21.646	\$39.684
SA-06 (NR21-22 Range)	<i>Annual</i>	\$56,230	\$95,721
	<i>Biweekly</i>	\$2,162.72	\$3,681.60
	<i>Hourly</i>	\$27.034	\$46.020
SA-07 (Max - 80% of State's Atty)	<i>Annual</i>	\$40,000	\$81,700
	<i>Biweekly</i>	\$1,538.48	\$3,142.32
	<i>Hourly</i>	\$19.231	\$39.279
SA-08 (Max - 90% of State's Atty)	<i>Annual</i>	\$42,000	\$91,913
	<i>Biweekly</i>	\$1,615.36	\$3,535.12
	<i>Hourly</i>	\$20.192	\$44.189

## **NOTES:**

This pay schedule applies to employees in the State's Attorney's Office. Grades SA-01 through SA-06 are equivalent to the NR pay schedule, however the State's Attorney's pay schedule compresses the number of NR grades by setting up SA grade ranges as indicated above to create broad bands.

Maximum salary levels for SA-07 and SA-08 are reflected as a percentage of the salary for the State's Attorney set by State law (Annotated Code of MD, Article 10, Section 40) and will change whenever the State's Attorney's salary changes

Pay schedule implemented effective with **April 4, 2002** pay period: Adds 5% to 7/5/01 Minimum & 7.5% to 7/5/01 Maximum Pay for grades SA-01 through SA-06; maximum for grades SA-07 and SA-08 remain unchanged from January 1, 2002 pay schedule due to State law effective January 1, 2002 setting State's Attorney's salary at \$102,125 for calendar year 2002 Employees received 3% across the board adjustment 4/4/02 not to exceed scale maximum for pay grade

Progression through pay range is based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments made to NR pay schedules are provided at the direction of the County Executive as approved by the County Council. Cost of living adjustments provided to State's Attorney employees are subject to budget appropriations.

Hourly rate determined by dividing annual pay by 2080 hours, rounded to 3 digits

**FY2003 STATE'S ATTORNEY PAY SCHEDULE (SA)**  
**January 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
SA-01 (NR6-8 Range)	<i>Annual</i>	\$23,576	\$39,156
	<i>Biweekly</i>	\$906.80	\$1,506.00
	<i>Hourly</i>	\$11.335	\$18.825
SA-02 (NR9-11 Range)	<i>Annual</i>	\$27,340	\$45,410
	<i>Biweekly</i>	\$1,051.52	\$1,746.56
	<i>Hourly</i>	\$13.144	\$21.832
SA-03 (NR12-15 Range)	<i>Annual</i>	\$31,711	\$55,327
	<i>Biweekly</i>	\$1,219.68	\$2,128.00
	<i>Hourly</i>	\$15.246	\$26.600
SA-04 (NR16-17 Range)	<i>Annual</i>	\$39,600	\$67,412
	<i>Biweekly</i>	\$1,523.04	\$2,592.80
	<i>Hourly</i>	\$19.038	\$32.410
SA-05 (NR18-20 Range)	<i>Annual</i>	\$45,924	\$84,193
	<i>Biweekly</i>	\$1,766.32	\$3,238.16
	<i>Hourly</i>	\$22.079	\$40.477
SA-06 (NR21-22 Range)	<i>Annual</i>	\$57,355	\$97,635
	<i>Biweekly</i>	\$2,206.00	\$3,755.20
	<i>Hourly</i>	\$27.575	\$46.940
SA-07 (Max - 80% of State's Atty)	<i>Annual</i>	\$40,800	\$95,680
	<i>Biweekly</i>	\$1,569.20	\$3,680.00
	<i>Hourly</i>	\$19.615	\$46.000
SA-08 (Max - 90% of State's Atty)	<i>Annual</i>	\$42,840	\$107,640
	<i>Biweekly</i>	\$1,647.68	\$4,140.00
	<i>Hourly</i>	\$20.596	\$51.750

**NOTES:**

This pay schedule applies to employees in the State's Attorney's Office. Grades SA-01 through SA-06 are equivalent to the NR pay schedule, however the State's Attorney's pay schedule compresses the number of NR grades by setting up SA grade ranges as indicated above to create broad bands.

Maximum salary levels for SA-07 and SA-08 are reflected as a percentage of the salary for the State's Attorney set by State law (Annotated Code of MD, Article 10, Section 40) and will change whenever the State's Attorney's salary changes

Pay schedule implemented effective with **January 2, 2003** pay period: Adds 2% to 4/4/02 Minimum & Maximum Pay for grades SA-01 through SA-06; maximum for grades SA-07 and SA-08 are adjusted to reflect legislated percentage of State's Attorney's salary which is set at \$119,600 for calendar year 2003

Employees receive 2% across the board adjustment 1/2/03 not to exceed scale maximum for pay grade

Progression through pay range is based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments made to NR pay schedules are provided at the direction of the County Executive as approved by the County Council. Cost of living adjustments provided to State's Attorney employees are subject to budget appropriations.

Hourly rate determined by dividing annual pay by 2080 hours, rounded to 3 digits

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**  
**July 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-01	<i>Annual</i>	\$20,821	\$21,819	\$22,880	\$23,962	\$25,126	\$26,374	\$27,706
	<i>Biweekly</i>	\$800.80	\$839.20	\$880.00	\$921.60	\$966.40	\$1,014.40	\$1,065.60
	<i>Weekly</i>	\$400.40	\$419.60	\$440.00	\$460.80	\$483.20	\$507.20	\$532.80
	<i>Hourly</i>	\$10.010	\$10.490	\$11.000	\$11.520	\$12.080	\$12.680	\$13.320
OS-02	<i>Annual</i>	\$21,819	\$22,880	\$23,962	\$25,126	\$26,333	\$27,664	\$29,037
	<i>Biweekly</i>	\$839.20	\$880.00	\$921.60	\$966.40	\$1,012.80	\$1,064.00	\$1,116.80
	<i>Weekly</i>	\$419.60	\$440.00	\$460.80	\$483.20	\$506.40	\$532.00	\$558.40
	<i>Hourly</i>	\$10.490	\$11.000	\$11.520	\$12.080	\$12.660	\$13.300	\$13.960
OS-03	<i>Annual</i>	\$22,880	\$23,962	\$25,126	\$26,333	\$27,622	\$28,995	\$30,451
	<i>Biweekly</i>	\$880.00	\$921.60	\$966.40	\$1,012.80	\$1,062.40	\$1,115.20	\$1,171.20
	<i>Weekly</i>	\$440.00	\$460.80	\$483.20	\$506.40	\$531.20	\$557.60	\$585.60
	<i>Hourly</i>	\$11.000	\$11.520	\$12.080	\$12.660	\$13.280	\$13.940	\$14.640
OS-04	<i>Annual</i>	\$23,962	\$25,126	\$26,333	\$27,622	\$28,954	\$30,410	\$31,928
	<i>Biweekly</i>	\$921.60	\$966.40	\$1,012.80	\$1,062.40	\$1,113.60	\$1,169.60	\$1,228.00
	<i>Weekly</i>	\$460.80	\$483.20	\$506.40	\$531.20	\$556.80	\$584.80	\$614.00
	<i>Hourly</i>	\$11.520	\$12.080	\$12.660	\$13.280	\$13.920	\$14.620	\$15.350
OS-05	<i>Annual</i>	\$25,126	\$26,333	\$27,622	\$28,954	\$30,368	\$31,886	\$33,488
	<i>Biweekly</i>	\$966.40	\$1,012.80	\$1,062.40	\$1,113.60	\$1,168.00	\$1,226.40	\$1,288.00
	<i>Weekly</i>	\$483.20	\$506.40	\$531.20	\$556.80	\$584.00	\$613.20	\$644.00
	<i>Hourly</i>	\$12.080	\$12.660	\$13.280	\$13.920	\$14.600	\$15.330	\$16.100
OS-06	<i>Annual</i>	\$26,333	\$27,622	\$28,954	\$30,368	\$31,845	\$33,446	\$35,110
	<i>Biweekly</i>	\$1,012.80	\$1,062.40	\$1,113.60	\$1,168.00	\$1,224.80	\$1,286.40	\$1,350.40
	<i>Weekly</i>	\$506.40	\$531.20	\$556.80	\$584.00	\$612.40	\$643.20	\$675.20
	<i>Hourly</i>	\$12.660	\$13.280	\$13.920	\$14.600	\$15.310	\$16.080	\$16.880
OS-07	<i>Annual</i>	\$27,622	\$28,954	\$30,368	\$31,845	\$33,405	\$35,069	\$36,837
	<i>Biweekly</i>	\$1,062.40	\$1,113.60	\$1,168.00	\$1,224.80	\$1,284.80	\$1,348.80	\$1,416.80
	<i>Weekly</i>	\$531.20	\$556.80	\$584.00	\$612.40	\$642.40	\$674.40	\$708.40
	<i>Hourly</i>	\$13.280	\$13.920	\$14.600	\$15.310	\$16.060	\$16.860	\$17.710

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**  
**July 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-08	<i>Annual</i>	\$28,954	\$30,368	\$31,845	\$33,405	\$35,048	\$36,795	\$38,626
	<i>Biweekly</i>	\$1,113.60	\$1,168.00	\$1,224.80	\$1,284.80	\$1,348.00	\$1,415.20	\$1,485.60
	<i>Weekly</i>	\$556.80	\$584.00	\$612.40	\$642.40	\$674.00	\$707.60	\$742.80
	<i>Hourly</i>	\$13.920	\$14.600	\$15.310	\$16.060	\$16.850	\$17.690	\$18.570
OS-09	<i>Annual</i>	\$30,368	\$31,845	\$33,405	\$35,048	\$36,754	\$38,584	\$40,518
	<i>Biweekly</i>	\$1,168.00	\$1,224.80	\$1,284.80	\$1,348.00	\$1,413.60	\$1,484.00	\$1,558.40
	<i>Weekly</i>	\$584.00	\$612.40	\$642.40	\$674.00	\$706.80	\$742.00	\$779.20
	<i>Hourly</i>	\$14.600	\$15.310	\$16.060	\$16.850	\$17.670	\$18.550	\$19.480
OS-10	<i>Annual</i>	\$31,845	\$33,405	\$35,048	\$36,754	\$38,563	\$40,477	\$42,515
	<i>Biweekly</i>	\$1,224.80	\$1,284.80	\$1,348.00	\$1,413.60	\$1,483.20	\$1,556.80	\$1,635.20
	<i>Weekly</i>	\$612.40	\$642.40	\$674.00	\$706.80	\$741.60	\$778.40	\$817.60
	<i>Hourly</i>	\$15.310	\$16.060	\$16.850	\$17.670	\$18.540	\$19.460	\$20.440
OS-11	<i>Annual</i>	\$33,405	\$35,048	\$36,754	\$38,563	\$40,456	\$42,474	\$44,595
	<i>Biweekly</i>	\$1,284.80	\$1,348.00	\$1,413.60	\$1,483.20	\$1,556.00	\$1,633.60	\$1,715.20
	<i>Weekly</i>	\$642.40	\$674.00	\$706.80	\$741.60	\$778.00	\$816.80	\$857.60
	<i>Hourly</i>	\$16.060	\$16.850	\$17.670	\$18.540	\$19.450	\$20.420	\$21.440
OS-12	<i>Annual</i>	\$35,048	\$36,754	\$38,563	\$40,456	\$42,432	\$44,554	\$46,779
	<i>Biweekly</i>	\$1,348.00	\$1,413.60	\$1,483.20	\$1,556.00	\$1,632.00	\$1,713.60	\$1,799.20
	<i>Weekly</i>	\$674.00	\$706.80	\$741.60	\$778.00	\$816.00	\$856.80	\$899.60
	<i>Hourly</i>	\$16.850	\$17.670	\$18.540	\$19.450	\$20.400	\$21.420	\$22.490

**NOTES:**

Implements negotiated pay scale effective with **July 4, 2002** pay period: reflects a 2% increase to each step on pay scale resulting in a 2% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

12 months from Step 1 to Step 2	24 months from Step 4 to Step 5
12 months from Step 2 to Step 3	24 months from Step 5 to Step 6
24 months from Step 3 to Step 4	24 months from Step 6 to Step 7

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**  
**July 4, 2002**

Grade	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
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Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade

At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade

At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade

At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award

An employee who received a 15% longevity award had the dollar amount of such award frozen as of July 1, 1996, which amount continues to be added to employee's grade and step; when such employee has completed 19 years of continuous service and a longevity calculation of 10% of the employee's current pay grade and step exceeds the frozen dollar amount, the employee switches to a 10% longevity calculation on current pay

25 Year Pay Increase: an employee who has reached Step 5 (and above) of a grade who has completed 25 years of service shall receive a 2.5% increase above the employee's base rate of pay.

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**

**July 4, 2002**

**3% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-01	<i>Annual</i>	\$21,445	\$22,464	\$23,566	\$24,690	\$25,875	\$27,165	\$28,538
	<i>Biweekly</i>	\$824.80	\$864.00	\$906.40	\$949.60	\$995.20	\$1,044.80	\$1,097.60
	<i>Weekly</i>	\$412.40	\$432.00	\$453.20	\$474.80	\$497.60	\$522.40	\$548.80
	<i>Hourly</i>	\$10.310	\$10.800	\$11.330	\$11.870	\$12.440	\$13.060	\$13.720
OS-02	<i>Annual</i>	\$22,464	\$23,566	\$24,690	\$25,875	\$27,123	\$28,496	\$29,910
	<i>Biweekly</i>	\$864.00	\$906.40	\$949.60	\$995.20	\$1,043.20	\$1,096.00	\$1,150.40
	<i>Weekly</i>	\$432.00	\$453.20	\$474.80	\$497.60	\$521.60	\$548.00	\$575.20
	<i>Hourly</i>	\$10.800	\$11.330	\$11.870	\$12.440	\$13.040	\$13.700	\$14.380
OS-03	<i>Annual</i>	\$23,566	\$24,690	\$25,875	\$27,123	\$28,454	\$29,869	\$31,366
	<i>Biweekly</i>	\$906.40	\$949.60	\$995.20	\$1,043.20	\$1,094.40	\$1,148.80	\$1,206.40
	<i>Weekly</i>	\$453.20	\$474.80	\$497.60	\$521.60	\$547.20	\$574.40	\$603.20
	<i>Hourly</i>	\$11.330	\$11.870	\$12.440	\$13.040	\$13.680	\$14.360	\$15.080
OS-04	<i>Annual</i>	\$24,690	\$25,875	\$27,123	\$28,454	\$29,827	\$31,325	\$32,885
	<i>Biweekly</i>	\$949.60	\$995.20	\$1,043.20	\$1,094.40	\$1,147.20	\$1,204.80	\$1,264.80
	<i>Weekly</i>	\$474.80	\$497.60	\$521.60	\$547.20	\$573.60	\$602.40	\$632.40
	<i>Hourly</i>	\$11.870	\$12.440	\$13.040	\$13.680	\$14.340	\$15.060	\$15.810
OS-05	<i>Annual</i>	\$25,875	\$27,123	\$28,454	\$29,827	\$31,283	\$32,843	\$34,486
	<i>Biweekly</i>	\$995.20	\$1,043.20	\$1,094.40	\$1,147.20	\$1,203.20	\$1,263.20	\$1,326.40
	<i>Weekly</i>	\$497.60	\$521.60	\$547.20	\$573.60	\$601.60	\$631.60	\$663.20
	<i>Hourly</i>	\$12.440	\$13.040	\$13.680	\$14.340	\$15.040	\$15.790	\$16.580
OS-06	<i>Annual</i>	\$27,123	\$28,454	\$29,827	\$31,283	\$32,802	\$34,445	\$36,171
	<i>Biweekly</i>	\$1,043.20	\$1,094.40	\$1,147.20	\$1,203.20	\$1,261.60	\$1,324.80	\$1,391.20
	<i>Weekly</i>	\$521.60	\$547.20	\$573.60	\$601.60	\$630.80	\$662.40	\$695.60
	<i>Hourly</i>	\$13.040	\$13.680	\$14.340	\$15.040	\$15.770	\$16.560	\$17.390
OS-07	<i>Annual</i>	\$28,454	\$29,827	\$31,283	\$32,802	\$34,403	\$36,130	\$37,939
	<i>Biweekly</i>	\$1,094.40	\$1,147.20	\$1,203.20	\$1,261.60	\$1,323.20	\$1,389.60	\$1,459.20
	<i>Weekly</i>	\$547.20	\$573.60	\$601.60	\$630.80	\$661.60	\$694.80	\$729.60
	<i>Hourly</i>	\$13.680	\$14.340	\$15.040	\$15.770	\$16.540	\$17.370	\$18.240

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**  
**July 4, 2002**  
**3% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-08	<i>Annual</i>	\$29,827	\$31,283	\$32,802	\$34,403	\$36,109	\$37,898	\$39,790
	<i>Biweekly</i>	\$1,147.20	\$1,203.20	\$1,261.60	\$1,323.20	\$1,388.80	\$1,457.60	\$1,530.40
	<i>Weekly</i>	\$573.60	\$601.60	\$630.80	\$661.60	\$694.40	\$728.80	\$765.20
	<i>Hourly</i>	\$14.340	\$15.040	\$15.770	\$16.540	\$17.360	\$18.220	\$19.130
OS-09	<i>Annual</i>	\$31,283	\$32,802	\$34,403	\$36,109	\$37,856	\$39,749	\$41,725
	<i>Biweekly</i>	\$1,203.20	\$1,261.60	\$1,323.20	\$1,388.80	\$1,456.00	\$1,528.80	\$1,604.80
	<i>Weekly</i>	\$601.60	\$630.80	\$661.60	\$694.40	\$728.00	\$764.40	\$802.40
	<i>Hourly</i>	\$15.040	\$15.770	\$16.540	\$17.360	\$18.200	\$19.110	\$20.060
OS-10	<i>Annual</i>	\$32,802	\$34,403	\$36,109	\$37,856	\$39,728	\$41,683	\$43,784
	<i>Biweekly</i>	\$1,261.60	\$1,323.20	\$1,388.80	\$1,456.00	\$1,528.00	\$1,603.20	\$1,684.00
	<i>Weekly</i>	\$630.80	\$661.60	\$694.40	\$728.00	\$764.00	\$801.60	\$842.00
	<i>Hourly</i>	\$15.770	\$16.540	\$17.360	\$18.200	\$19.100	\$20.040	\$21.050
OS-11	<i>Annual</i>	\$34,403	\$36,109	\$37,856	\$39,728	\$41,662	\$43,742	\$45,926
	<i>Biweekly</i>	\$1,323.20	\$1,388.80	\$1,456.00	\$1,528.00	\$1,602.40	\$1,682.40	\$1,766.40
	<i>Weekly</i>	\$661.60	\$694.40	\$728.00	\$764.00	\$801.20	\$841.20	\$883.20
	<i>Hourly</i>	\$16.540	\$17.360	\$18.200	\$19.100	\$20.030	\$21.030	\$22.080
OS-12	<i>Annual</i>	\$36,109	\$37,856	\$39,728	\$41,662	\$43,701	\$45,885	\$48,173
	<i>Biweekly</i>	\$1,388.80	\$1,456.00	\$1,528.00	\$1,602.40	\$1,680.80	\$1,764.80	\$1,852.80
	<i>Weekly</i>	\$694.40	\$728.00	\$764.00	\$801.20	\$840.40	\$882.40	\$926.40
	<i>Hourly</i>	\$17.360	\$18.200	\$19.100	\$20.030	\$21.010	\$22.060	\$23.160

**NOTES:**

Implements negotiated pay scale effective with **July 4, 2002** pay period: reflects a 2% increase to each step on pay scale resulting in a 2% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

12 months from Step 1 to Step 2

24 months from Step 4 to Step 5

12 months from Step 2 to Step 3

24 months from Step 5 to Step 6

24 months from Step 3 to Step 4

24 months from Step 6 to Step 7

**July 4, 2002**  
**3% Longevity**

Grade	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Longevity Pay for Employees without any longevity awards prior to July 1, 1996:								
		At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade						
		At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade						
		At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade						
Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:								
		At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade						
		At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade						
Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:								
		Not eligible for any additional longevity award						
		An employee who received a 15% longevity award had the dollar amount of such award frozen as of July 1, 1996, which amount continues to be added to employee's grade and step; when such employee has completed 19 years of continuous service and a longevity calculation of 10% of the employee's current pay grade and step exceeds the frozen dollar amount, the employee switches to a 10% longevity calculation on current pay						
25 Year Pay Increase: an employee who has reached Step 5 (and above) of a grade who has completed 25 years of service shall receive a 2.5% increase above the employee's base rate of pay.								
Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year								

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**

**July 4, 2002  
5% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-01	<i>Annual</i>	\$21,861	\$22,901	\$24,024	\$25,168	\$26,374	\$27,685	\$29,099
	<i>Biweekly</i>	\$840.80	\$880.80	\$924.00	\$968.00	\$1,014.40	\$1,064.80	\$1,119.20
	<i>Weekly</i>	\$420.40	\$440.40	\$462.00	\$484.00	\$507.20	\$532.40	\$559.60
	<i>Hourly</i>	\$10.510	\$11.010	\$11.550	\$12.100	\$12.680	\$13.310	\$13.990
OS-02	<i>Annual</i>	\$22,901	\$24,024	\$25,168	\$26,374	\$27,643	\$29,058	\$30,493
	<i>Biweekly</i>	\$880.80	\$924.00	\$968.00	\$1,014.40	\$1,063.20	\$1,117.60	\$1,172.80
	<i>Weekly</i>	\$440.40	\$462.00	\$484.00	\$507.20	\$531.60	\$558.80	\$586.40
	<i>Hourly</i>	\$11.010	\$11.550	\$12.100	\$12.680	\$13.290	\$13.970	\$14.660
OS-03	<i>Annual</i>	\$24,024	\$25,168	\$26,374	\$27,643	\$28,995	\$30,451	\$31,970
	<i>Biweekly</i>	\$924.00	\$968.00	\$1,014.40	\$1,063.20	\$1,115.20	\$1,171.20	\$1,229.60
	<i>Weekly</i>	\$462.00	\$484.00	\$507.20	\$531.60	\$557.60	\$585.60	\$614.80
	<i>Hourly</i>	\$11.550	\$12.100	\$12.680	\$13.290	\$13.940	\$14.640	\$15.370
OS-04	<i>Annual</i>	\$25,168	\$26,374	\$27,643	\$28,995	\$30,410	\$31,928	\$33,530
	<i>Biweekly</i>	\$968.00	\$1,014.40	\$1,063.20	\$1,115.20	\$1,169.60	\$1,228.00	\$1,289.60
	<i>Weekly</i>	\$484.00	\$507.20	\$531.60	\$557.60	\$584.80	\$614.00	\$644.80
	<i>Hourly</i>	\$12.100	\$12.680	\$13.290	\$13.940	\$14.620	\$15.350	\$16.120
OS-05	<i>Annual</i>	\$26,374	\$27,643	\$28,995	\$30,410	\$31,886	\$33,488	\$35,173
	<i>Biweekly</i>	\$1,014.40	\$1,063.20	\$1,115.20	\$1,169.60	\$1,226.40	\$1,288.00	\$1,352.80
	<i>Weekly</i>	\$507.20	\$531.60	\$557.60	\$584.80	\$613.20	\$644.00	\$676.40
	<i>Hourly</i>	\$12.680	\$13.290	\$13.940	\$14.620	\$15.330	\$16.100	\$16.910
OS-06	<i>Annual</i>	\$27,643	\$28,995	\$30,410	\$31,886	\$33,446	\$35,110	\$36,858
	<i>Biweekly</i>	\$1,063.20	\$1,115.20	\$1,169.60	\$1,226.40	\$1,286.40	\$1,350.40	\$1,417.60
	<i>Weekly</i>	\$531.60	\$557.60	\$584.80	\$613.20	\$643.20	\$675.20	\$708.80
	<i>Hourly</i>	\$13.290	\$13.940	\$14.620	\$15.330	\$16.080	\$16.880	\$17.720
OS-07	<i>Annual</i>	\$28,995	\$30,410	\$31,886	\$33,446	\$35,069	\$36,816	\$38,688
	<i>Biweekly</i>	\$1,115.20	\$1,169.60	\$1,226.40	\$1,286.40	\$1,348.80	\$1,416.00	\$1,488.00
	<i>Weekly</i>	\$557.60	\$584.80	\$613.20	\$643.20	\$674.40	\$708.00	\$744.00
	<i>Hourly</i>	\$13.940	\$14.620	\$15.330	\$16.080	\$16.860	\$17.700	\$18.600

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**  
**July 4, 2002**  
**5% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-08	<i>Annual</i>	\$30,410	\$31,886	\$33,446	\$35,069	\$36,795	\$38,626	\$40,560
	<i>Biweekly</i>	\$1,169.60	\$1,226.40	\$1,286.40	\$1,348.80	\$1,415.20	\$1,485.60	\$1,560.00
	<i>Weekly</i>	\$584.80	\$613.20	\$643.20	\$674.40	\$707.60	\$742.80	\$780.00
	<i>Hourly</i>	\$14.620	\$15.330	\$16.080	\$16.860	\$17.690	\$18.570	\$19.500
OS-09	<i>Annual</i>	\$31,886	\$33,446	\$35,069	\$36,795	\$38,584	\$40,518	\$42,536
	<i>Biweekly</i>	\$1,226.40	\$1,286.40	\$1,348.80	\$1,415.20	\$1,484.00	\$1,558.40	\$1,636.00
	<i>Weekly</i>	\$613.20	\$643.20	\$674.40	\$707.60	\$742.00	\$779.20	\$818.00
	<i>Hourly</i>	\$15.330	\$16.080	\$16.860	\$17.690	\$18.550	\$19.480	\$20.450
OS-10	<i>Annual</i>	\$33,446	\$35,069	\$36,795	\$38,584	\$40,498	\$42,494	\$44,637
	<i>Biweekly</i>	\$1,286.40	\$1,348.80	\$1,415.20	\$1,484.00	\$1,557.60	\$1,634.40	\$1,716.80
	<i>Weekly</i>	\$643.20	\$674.40	\$707.60	\$742.00	\$778.80	\$817.20	\$858.40
	<i>Hourly</i>	\$16.080	\$16.860	\$17.690	\$18.550	\$19.470	\$20.430	\$21.460
OS-11	<i>Annual</i>	\$35,069	\$36,795	\$38,584	\$40,498	\$42,474	\$44,595	\$46,821
	<i>Biweekly</i>	\$1,348.80	\$1,415.20	\$1,484.00	\$1,557.60	\$1,633.60	\$1,715.20	\$1,800.80
	<i>Weekly</i>	\$674.40	\$707.60	\$742.00	\$778.80	\$816.80	\$857.60	\$900.40
	<i>Hourly</i>	\$16.860	\$17.690	\$18.550	\$19.470	\$20.420	\$21.440	\$22.510
OS-12	<i>Annual</i>	\$36,795	\$38,584	\$40,498	\$42,474	\$44,554	\$46,779	\$49,109
	<i>Biweekly</i>	\$1,415.20	\$1,484.00	\$1,557.60	\$1,633.60	\$1,713.60	\$1,799.20	\$1,888.80
	<i>Weekly</i>	\$707.60	\$742.00	\$778.80	\$816.80	\$856.80	\$899.60	\$944.40
	<i>Hourly</i>	\$17.690	\$18.550	\$19.470	\$20.420	\$21.420	\$22.490	\$23.610

**NOTES:**

Implements negotiated pay scale effective with **July 4, 2002** pay period: reflects a 2% increase to each step on pay scale resulting in a 2% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

12 months from Step 1 to Step 2

24 months from Step 4 to Step 5

12 months from Step 2 to Step 3

24 months from Step 5 to Step 6

24 months from Step 3 to Step 4

24 months from Step 6 to Step 7

**July 4, 2002**  
**5% Longevity**

Grade	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Longevity Pay for Employees without any longevity awards prior to July 1, 1996:								
		At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade						
		At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade						
		At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade						
Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:								
		At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade						
		At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade						
Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:								
		Not eligible for any additional longevity award						
		An employee who received a 15% longevity award had the dollar amount of such award frozen as of July 1, 1996, which amount continues to be added to employee's grade and step; when such employee has completed 19 years of continuous service and a longevity calculation of 10% of the employee's current pay grade and step exceeds the frozen dollar amount, the employee switches to a 10% longevity calculation on current pay						
25 Year Pay Increase: an employee who has reached Step 5 (and above) of a grade who has completed 25 years of service shall receive a 2.5% increase above the employee's base rate of pay.								
Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year								

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**

**July 4, 2002  
6% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-01	<i>Annual</i>	\$22,069	\$23,130	\$24,253	\$25,397	\$26,624	\$27,955	\$29,370
	<i>Biweekly</i>	\$848.80	\$889.60	\$932.80	\$976.80	\$1,024.00	\$1,075.20	\$1,129.60
	<i>Weekly</i>	\$424.40	\$444.80	\$466.40	\$488.40	\$512.00	\$537.60	\$564.80
	<i>Hourly</i>	\$10.610	\$11.120	\$11.660	\$12.210	\$12.800	\$13.440	\$14.120
OS-02	<i>Annual</i>	\$23,130	\$24,253	\$25,397	\$26,624	\$27,914	\$29,328	\$30,784
	<i>Biweekly</i>	\$889.60	\$932.80	\$976.80	\$1,024.00	\$1,073.60	\$1,128.00	\$1,184.00
	<i>Weekly</i>	\$444.80	\$466.40	\$488.40	\$512.00	\$536.80	\$564.00	\$592.00
	<i>Hourly</i>	\$11.120	\$11.660	\$12.210	\$12.800	\$13.420	\$14.100	\$14.800
OS-03	<i>Annual</i>	\$24,253	\$25,397	\$26,624	\$27,914	\$29,286	\$30,742	\$32,282
	<i>Biweekly</i>	\$932.80	\$976.80	\$1,024.00	\$1,073.60	\$1,126.40	\$1,182.40	\$1,241.60
	<i>Weekly</i>	\$466.40	\$488.40	\$512.00	\$536.80	\$563.20	\$591.20	\$620.80
	<i>Hourly</i>	\$11.660	\$12.210	\$12.800	\$13.420	\$14.080	\$14.780	\$15.520
OS-04	<i>Annual</i>	\$25,397	\$26,624	\$27,914	\$29,286	\$30,701	\$32,240	\$33,842
	<i>Biweekly</i>	\$976.80	\$1,024.00	\$1,073.60	\$1,126.40	\$1,180.80	\$1,240.00	\$1,301.60
	<i>Weekly</i>	\$488.40	\$512.00	\$536.80	\$563.20	\$590.40	\$620.00	\$650.80
	<i>Hourly</i>	\$12.210	\$12.800	\$13.420	\$14.080	\$14.760	\$15.500	\$16.270
OS-05	<i>Annual</i>	\$26,624	\$27,914	\$29,286	\$30,701	\$32,198	\$33,800	\$35,506
	<i>Biweekly</i>	\$1,024.00	\$1,073.60	\$1,126.40	\$1,180.80	\$1,238.40	\$1,300.00	\$1,365.60
	<i>Weekly</i>	\$512.00	\$536.80	\$563.20	\$590.40	\$619.20	\$650.00	\$682.80
	<i>Hourly</i>	\$12.800	\$13.420	\$14.080	\$14.760	\$15.480	\$16.250	\$17.070
OS-06	<i>Annual</i>	\$27,914	\$29,286	\$30,701	\$32,198	\$33,758	\$35,443	\$37,211
	<i>Biweekly</i>	\$1,073.60	\$1,126.40	\$1,180.80	\$1,238.40	\$1,298.40	\$1,363.20	\$1,431.20
	<i>Weekly</i>	\$536.80	\$563.20	\$590.40	\$619.20	\$649.20	\$681.60	\$715.60
	<i>Hourly</i>	\$13.420	\$14.080	\$14.760	\$15.480	\$16.230	\$17.040	\$17.890
OS-07	<i>Annual</i>	\$29,286	\$30,701	\$32,198	\$33,758	\$35,402	\$37,170	\$39,042
	<i>Biweekly</i>	\$1,126.40	\$1,180.80	\$1,238.40	\$1,298.40	\$1,361.60	\$1,429.60	\$1,501.60
	<i>Weekly</i>	\$563.20	\$590.40	\$619.20	\$649.20	\$680.80	\$714.80	\$750.80
	<i>Hourly</i>	\$14.080	\$14.760	\$15.480	\$16.230	\$17.020	\$17.870	\$18.770

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**  
**July 4, 2002**  
**6% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-08	<i>Annual</i>	\$30,701	\$32,198	\$33,758	\$35,402	\$37,149	\$39,000	\$40,934
	<i>Biweekly</i>	\$1,180.80	\$1,238.40	\$1,298.40	\$1,361.60	\$1,428.80	\$1,500.00	\$1,574.40
	<i>Weekly</i>	\$590.40	\$619.20	\$649.20	\$680.80	\$714.40	\$750.00	\$787.20
	<i>Hourly</i>	\$14.760	\$15.480	\$16.230	\$17.020	\$17.860	\$18.750	\$19.680
OS-09	<i>Annual</i>	\$32,198	\$33,758	\$35,402	\$37,149	\$38,958	\$40,893	\$42,952
	<i>Biweekly</i>	\$1,238.40	\$1,298.40	\$1,361.60	\$1,428.80	\$1,498.40	\$1,572.80	\$1,652.00
	<i>Weekly</i>	\$619.20	\$649.20	\$680.80	\$714.40	\$749.20	\$786.40	\$826.00
	<i>Hourly</i>	\$15.480	\$16.230	\$17.020	\$17.860	\$18.730	\$19.660	\$20.650
OS-10	<i>Annual</i>	\$33,758	\$35,402	\$37,149	\$38,958	\$40,872	\$42,910	\$45,074
	<i>Biweekly</i>	\$1,298.40	\$1,361.60	\$1,428.80	\$1,498.40	\$1,572.00	\$1,650.40	\$1,733.60
	<i>Weekly</i>	\$649.20	\$680.80	\$714.40	\$749.20	\$786.00	\$825.20	\$866.80
	<i>Hourly</i>	\$16.230	\$17.020	\$17.860	\$18.730	\$19.650	\$20.630	\$21.670
OS-11	<i>Annual</i>	\$35,402	\$37,149	\$38,958	\$40,872	\$42,890	\$45,032	\$47,278
	<i>Biweekly</i>	\$1,361.60	\$1,428.80	\$1,498.40	\$1,572.00	\$1,649.60	\$1,732.00	\$1,818.40
	<i>Weekly</i>	\$680.80	\$714.40	\$749.20	\$786.00	\$824.80	\$866.00	\$909.20
	<i>Hourly</i>	\$17.020	\$17.860	\$18.730	\$19.650	\$20.620	\$21.650	\$22.730
OS-12	<i>Annual</i>	\$37,149	\$38,958	\$40,872	\$42,890	\$44,970	\$47,237	\$49,587
	<i>Biweekly</i>	\$1,428.80	\$1,498.40	\$1,572.00	\$1,649.60	\$1,729.60	\$1,816.80	\$1,907.20
	<i>Weekly</i>	\$714.40	\$749.20	\$786.00	\$824.80	\$864.80	\$908.40	\$953.60
	<i>Hourly</i>	\$17.860	\$18.730	\$19.650	\$20.620	\$21.620	\$22.710	\$23.840

**NOTES:**

Implements negotiated pay scale effective with **July 4, 2002** pay period: reflects a 2% increase to each step on pay scale resulting in a 2% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

12 months from Step 1 to Step 2

24 months from Step 4 to Step 5

12 months from Step 2 to Step 3

24 months from Step 5 to Step 6

24 months from Step 3 to Step 4

24 months from Step 6 to Step 7

**July 4, 2002**  
**6% Longevity**

Grade	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Longevity Pay for Employees without any longevity awards prior to July 1, 1996:								
		At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade						
		At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade						
		At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade						
Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:								
		At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade						
		At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade						
Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:								
		Not eligible for any additional longevity award						
		An employee who received a 15% longevity award had the dollar amount of such award frozen as of July 1, 1996, which amount continues to be added to employee's grade and step; when such employee has completed 19 years of continuous service and a longevity calculation of 10% of the employee's current pay grade and step exceeds the frozen dollar amount, the employee switches to a 10% longevity calculation on current pay						
25 Year Pay Increase: an employee who has reached Step 5 (and above) of a grade who has completed 25 years of service shall receive a 2.5% increase above the employee's base rate of pay.								
Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year								

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**

**July 4, 2002  
8% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-01	<i>Annual</i>	\$22,485	\$23,566	\$24,710	\$25,875	\$27,144	\$28,475	\$29,931
	<i>Biweekly</i>	\$864.80	\$906.40	\$950.40	\$995.20	\$1,044.00	\$1,095.20	\$1,151.20
	<i>Weekly</i>	\$432.40	\$453.20	\$475.20	\$497.60	\$522.00	\$547.60	\$575.60
	<i>Hourly</i>	\$10.810	\$11.330	\$11.880	\$12.440	\$13.050	\$13.690	\$14.390
OS-02	<i>Annual</i>	\$23,566	\$24,710	\$25,875	\$27,144	\$28,434	\$29,869	\$31,366
	<i>Biweekly</i>	\$906.40	\$950.40	\$995.20	\$1,044.00	\$1,093.60	\$1,148.80	\$1,206.40
	<i>Weekly</i>	\$453.20	\$475.20	\$497.60	\$522.00	\$546.80	\$574.40	\$603.20
	<i>Hourly</i>	\$11.330	\$11.880	\$12.440	\$13.050	\$13.670	\$14.360	\$15.080
OS-03	<i>Annual</i>	\$24,710	\$25,875	\$27,144	\$28,434	\$29,827	\$31,325	\$32,885
	<i>Biweekly</i>	\$950.40	\$995.20	\$1,044.00	\$1,093.60	\$1,147.20	\$1,204.80	\$1,264.80
	<i>Weekly</i>	\$475.20	\$497.60	\$522.00	\$546.80	\$573.60	\$602.40	\$632.40
	<i>Hourly</i>	\$11.880	\$12.440	\$13.050	\$13.670	\$14.340	\$15.060	\$15.810
OS-04	<i>Annual</i>	\$25,875	\$27,144	\$28,434	\$29,827	\$31,262	\$32,843	\$34,486
	<i>Biweekly</i>	\$995.20	\$1,044.00	\$1,093.60	\$1,147.20	\$1,202.40	\$1,263.20	\$1,326.40
	<i>Weekly</i>	\$497.60	\$522.00	\$546.80	\$573.60	\$601.20	\$631.60	\$663.20
	<i>Hourly</i>	\$12.440	\$13.050	\$13.670	\$14.340	\$15.030	\$15.790	\$16.580
OS-05	<i>Annual</i>	\$27,144	\$28,434	\$29,827	\$31,262	\$32,802	\$34,445	\$36,171
	<i>Biweekly</i>	\$1,044.00	\$1,093.60	\$1,147.20	\$1,202.40	\$1,261.60	\$1,324.80	\$1,391.20
	<i>Weekly</i>	\$522.00	\$546.80	\$573.60	\$601.20	\$630.80	\$662.40	\$695.60
	<i>Hourly</i>	\$13.050	\$13.670	\$14.340	\$15.030	\$15.770	\$16.560	\$17.390
OS-06	<i>Annual</i>	\$28,434	\$29,827	\$31,262	\$32,802	\$34,382	\$36,130	\$37,918
	<i>Biweekly</i>	\$1,093.60	\$1,147.20	\$1,202.40	\$1,261.60	\$1,322.40	\$1,389.60	\$1,458.40
	<i>Weekly</i>	\$546.80	\$573.60	\$601.20	\$630.80	\$661.20	\$694.80	\$729.20
	<i>Hourly</i>	\$13.670	\$14.340	\$15.030	\$15.770	\$16.530	\$17.370	\$18.230
OS-07	<i>Annual</i>	\$29,827	\$31,262	\$32,802	\$34,382	\$36,067	\$37,877	\$39,790
	<i>Biweekly</i>	\$1,147.20	\$1,202.40	\$1,261.60	\$1,322.40	\$1,387.20	\$1,456.80	\$1,530.40
	<i>Weekly</i>	\$573.60	\$601.20	\$630.80	\$661.20	\$693.60	\$728.40	\$765.20
	<i>Hourly</i>	\$14.340	\$15.030	\$15.770	\$16.530	\$17.340	\$18.210	\$19.130

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**  
**July 4, 2002**  
**8% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-08	<i>Annual</i>	\$31,262	\$32,802	\$34,382	\$36,067	\$37,856	\$39,749	\$41,725
	<i>Biweekly</i>	\$1,202.40	\$1,261.60	\$1,322.40	\$1,387.20	\$1,456.00	\$1,528.80	\$1,604.80
	<i>Weekly</i>	\$601.20	\$630.80	\$661.20	\$693.60	\$728.00	\$764.40	\$802.40
	<i>Hourly</i>	\$15.030	\$15.770	\$16.530	\$17.340	\$18.200	\$19.110	\$20.060
OS-09	<i>Annual</i>	\$32,802	\$34,382	\$36,067	\$37,856	\$39,686	\$41,662	\$43,763
	<i>Biweekly</i>	\$1,261.60	\$1,322.40	\$1,387.20	\$1,456.00	\$1,526.40	\$1,602.40	\$1,683.20
	<i>Weekly</i>	\$630.80	\$661.20	\$693.60	\$728.00	\$763.20	\$801.20	\$841.60
	<i>Hourly</i>	\$15.770	\$16.530	\$17.340	\$18.200	\$19.080	\$20.030	\$21.040
OS-10	<i>Annual</i>	\$34,382	\$36,067	\$37,856	\$39,686	\$41,642	\$43,722	\$45,926
	<i>Biweekly</i>	\$1,322.40	\$1,387.20	\$1,456.00	\$1,526.40	\$1,601.60	\$1,681.60	\$1,766.40
	<i>Weekly</i>	\$661.20	\$693.60	\$728.00	\$763.20	\$800.80	\$840.80	\$883.20
	<i>Hourly</i>	\$16.530	\$17.340	\$18.200	\$19.080	\$20.020	\$21.020	\$22.080
OS-11	<i>Annual</i>	\$36,067	\$37,856	\$39,686	\$41,642	\$43,701	\$45,864	\$48,173
	<i>Biweekly</i>	\$1,387.20	\$1,456.00	\$1,526.40	\$1,601.60	\$1,680.80	\$1,764.00	\$1,852.80
	<i>Weekly</i>	\$693.60	\$728.00	\$763.20	\$800.80	\$840.40	\$882.00	\$926.40
	<i>Hourly</i>	\$17.340	\$18.200	\$19.080	\$20.020	\$21.010	\$22.050	\$23.160
OS-12	<i>Annual</i>	\$37,856	\$39,686	\$41,642	\$43,701	\$45,822	\$48,110	\$50,523
	<i>Biweekly</i>	\$1,456.00	\$1,526.40	\$1,601.60	\$1,680.80	\$1,762.40	\$1,850.40	\$1,943.20
	<i>Weekly</i>	\$728.00	\$763.20	\$800.80	\$840.40	\$881.20	\$925.20	\$971.60
	<i>Hourly</i>	\$18.200	\$19.080	\$20.020	\$21.010	\$22.030	\$23.130	\$24.290

**NOTES:**

Implements negotiated pay scale effective with **July 4, 2002** pay period: reflects a 2% increase to each step on pay scale resulting in a 2% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

12 months from Step 1 to Step 2

24 months from Step 4 to Step 5

12 months from Step 2 to Step 3

24 months from Step 5 to Step 6

24 months from Step 3 to Step 4

24 months from Step 6 to Step 7

**July 4, 2002**  
**8% Longevity**

Grade	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Longevity Pay for Employees without any longevity awards prior to July 1, 1996:								
		At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade						
		At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade						
		At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade						
Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:								
		At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade						
		At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade						
Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:								
		Not eligible for any additional longevity award						
		An employee who received a 15% longevity award had the dollar amount of such award frozen as of July 1, 1996, which amount continues to be added to employee's grade and step; when such employee has completed 19 years of continuous service and a longevity calculation of 10% of the employee's current pay grade and step exceeds the frozen dollar amount, the employee switches to a 10% longevity calculation on current pay						
25 Year Pay Increase: an employee who has reached Step 5 (and above) of a grade who has completed 25 years of service shall receive a 2.5% increase above the employee's base rate of pay.								
Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year								

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**  
**July 4, 2002**  
**10% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-01	<i>Annual</i>	\$22,901	\$24,003	\$25,168	\$26,354	\$27,643	\$29,016	\$30,472
	<i>Biweekly</i>	\$880.80	\$923.20	\$968.00	\$1,013.60	\$1,063.20	\$1,116.00	\$1,172.00
	<i>Weekly</i>	\$440.40	\$461.60	\$484.00	\$506.80	\$531.60	\$558.00	\$586.00
	<i>Hourly</i>	\$11.010	\$11.540	\$12.100	\$12.670	\$13.290	\$13.950	\$14.650
OS-02	<i>Annual</i>	\$24,003	\$25,168	\$26,354	\$27,643	\$28,974	\$30,430	\$31,949
	<i>Biweekly</i>	\$923.20	\$968.00	\$1,013.60	\$1,063.20	\$1,114.40	\$1,170.40	\$1,228.80
	<i>Weekly</i>	\$461.60	\$484.00	\$506.80	\$531.60	\$557.20	\$585.20	\$614.40
	<i>Hourly</i>	\$11.540	\$12.100	\$12.670	\$13.290	\$13.930	\$14.630	\$15.360
OS-03	<i>Annual</i>	\$25,168	\$26,354	\$27,643	\$28,974	\$30,389	\$31,886	\$33,488
	<i>Biweekly</i>	\$968.00	\$1,013.60	\$1,063.20	\$1,114.40	\$1,168.80	\$1,226.40	\$1,288.00
	<i>Weekly</i>	\$484.00	\$506.80	\$531.60	\$557.20	\$584.40	\$613.20	\$644.00
	<i>Hourly</i>	\$12.100	\$12.670	\$13.290	\$13.930	\$14.610	\$15.330	\$16.100
OS-04	<i>Annual</i>	\$26,354	\$27,643	\$28,974	\$30,389	\$31,845	\$33,446	\$35,131
	<i>Biweekly</i>	\$1,013.60	\$1,063.20	\$1,114.40	\$1,168.80	\$1,224.80	\$1,286.40	\$1,351.20
	<i>Weekly</i>	\$506.80	\$531.60	\$557.20	\$584.40	\$612.40	\$643.20	\$675.60
	<i>Hourly</i>	\$12.670	\$13.290	\$13.930	\$14.610	\$15.310	\$16.080	\$16.890
OS-05	<i>Annual</i>	\$27,643	\$28,974	\$30,389	\$31,845	\$33,405	\$35,069	\$36,837
	<i>Biweekly</i>	\$1,063.20	\$1,114.40	\$1,168.80	\$1,224.80	\$1,284.80	\$1,348.80	\$1,416.80
	<i>Weekly</i>	\$531.60	\$557.20	\$584.40	\$612.40	\$642.40	\$674.40	\$708.40
	<i>Hourly</i>	\$13.290	\$13.930	\$14.610	\$15.310	\$16.060	\$16.860	\$17.710
OS-06	<i>Annual</i>	\$28,974	\$30,389	\$31,845	\$33,405	\$35,027	\$36,795	\$38,626
	<i>Biweekly</i>	\$1,114.40	\$1,168.80	\$1,224.80	\$1,284.80	\$1,347.20	\$1,415.20	\$1,485.60
	<i>Weekly</i>	\$557.20	\$584.40	\$612.40	\$642.40	\$673.60	\$707.60	\$742.80
	<i>Hourly</i>	\$13.930	\$14.610	\$15.310	\$16.060	\$16.840	\$17.690	\$18.570
OS-07	<i>Annual</i>	\$30,389	\$31,845	\$33,405	\$35,027	\$36,754	\$38,584	\$40,518
	<i>Biweekly</i>	\$1,168.80	\$1,224.80	\$1,284.80	\$1,347.20	\$1,413.60	\$1,484.00	\$1,558.40
	<i>Weekly</i>	\$584.40	\$612.40	\$642.40	\$673.60	\$706.80	\$742.00	\$779.20
	<i>Hourly</i>	\$14.610	\$15.310	\$16.060	\$16.840	\$17.670	\$18.550	\$19.480

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**  
**July 4, 2002**  
**10% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-08	<i>Annual</i>	\$31,845	\$33,405	\$35,027	\$36,754	\$38,563	\$40,477	\$42,494
	<i>Biweekly</i>	\$1,224.80	\$1,284.80	\$1,347.20	\$1,413.60	\$1,483.20	\$1,556.80	\$1,634.40
	<i>Weekly</i>	\$612.40	\$642.40	\$673.60	\$706.80	\$741.60	\$778.40	\$817.20
	<i>Hourly</i>	\$15.310	\$16.060	\$16.840	\$17.670	\$18.540	\$19.460	\$20.430
OS-09	<i>Annual</i>	\$33,405	\$35,027	\$36,754	\$38,563	\$40,435	\$42,453	\$44,574
	<i>Biweekly</i>	\$1,284.80	\$1,347.20	\$1,413.60	\$1,483.20	\$1,555.20	\$1,632.80	\$1,714.40
	<i>Weekly</i>	\$642.40	\$673.60	\$706.80	\$741.60	\$777.60	\$816.40	\$857.20
	<i>Hourly</i>	\$16.060	\$16.840	\$17.670	\$18.540	\$19.440	\$20.410	\$21.430
OS-10	<i>Annual</i>	\$35,027	\$36,754	\$38,563	\$40,435	\$42,411	\$44,533	\$46,758
	<i>Biweekly</i>	\$1,347.20	\$1,413.60	\$1,483.20	\$1,555.20	\$1,631.20	\$1,712.80	\$1,798.40
	<i>Weekly</i>	\$673.60	\$706.80	\$741.60	\$777.60	\$815.60	\$856.40	\$899.20
	<i>Hourly</i>	\$16.840	\$17.670	\$18.540	\$19.440	\$20.390	\$21.410	\$22.480
OS-11	<i>Annual</i>	\$36,754	\$38,563	\$40,435	\$42,411	\$44,512	\$46,717	\$49,046
	<i>Biweekly</i>	\$1,413.60	\$1,483.20	\$1,555.20	\$1,631.20	\$1,712.00	\$1,796.80	\$1,886.40
	<i>Weekly</i>	\$706.80	\$741.60	\$777.60	\$815.60	\$856.00	\$898.40	\$943.20
	<i>Hourly</i>	\$17.670	\$18.540	\$19.440	\$20.390	\$21.400	\$22.460	\$23.580
OS-12	<i>Annual</i>	\$38,563	\$40,435	\$42,411	\$44,512	\$46,675	\$49,005	\$51,459
	<i>Biweekly</i>	\$1,483.20	\$1,555.20	\$1,631.20	\$1,712.00	\$1,795.20	\$1,884.80	\$1,979.20
	<i>Weekly</i>	\$741.60	\$777.60	\$815.60	\$856.00	\$897.60	\$942.40	\$989.60
	<i>Hourly</i>	\$18.540	\$19.440	\$20.390	\$21.400	\$22.440	\$23.560	\$24.740

**NOTES:**

Implements negotiated pay scale effective with **July 4, 2002** pay period: reflects a 2% increase to each step on pay scale resulting in a 2% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

12 months from Step 1 to Step 2

24 months from Step 4 to Step 5

12 months from Step 2 to Step 3

24 months from Step 5 to Step 6

24 months from Step 3 to Step 4

24 months from Step 6 to Step 7

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**  
**July 4, 2002**  
**10% Longevity**

Grade	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Longevity Pay for Employees without any longevity awards prior to July 1, 1996:								
		At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade						
		At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade						
		At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade						
Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:								
		At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade						
		At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade						
Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:								
		Not eligible for any additional longevity award						
		An employee who received a 15% longevity award had the dollar amount of such award frozen as of July 1, 1996, which amount continues to be added to employee's grade and step; when such employee has completed 19 years of continuous service and a longevity calculation of 10% of the employee's current pay grade and step exceeds the frozen dollar amount, the employee switches to a 10% longevity calculation on current pay						
25 Year Pay Increase: an employee who has reached Step 5 (and above) of a grade who has completed 25 years of service shall receive a 2.5% increase above the employee's base rate of pay.								
Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year								

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**

**July 4, 2002**

**25 Years of Service -12.5% Longevity - Does not include any frozen 15% longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-01	<i>Annual</i>	\$23,421	\$24,544	\$25,750	\$26,957	\$28,267	\$29,682	\$31,179
	<i>Biweekly</i>	\$900.80	\$944.00	\$990.40	\$1,036.80	\$1,087.20	\$1,141.60	\$1,199.20
	<i>Weekly</i>	\$450.40	\$472.00	\$495.20	\$518.40	\$543.60	\$570.80	\$599.60
	<i>Hourly</i>	\$11.260	\$11.800	\$12.380	\$12.960	\$13.590	\$14.270	\$14.990
OS-02	<i>Annual</i>	\$24,544	\$25,750	\$26,957	\$28,267	\$29,619	\$31,117	\$32,677
	<i>Biweekly</i>	\$944.00	\$990.40	\$1,036.80	\$1,087.20	\$1,139.20	\$1,196.80	\$1,256.80
	<i>Weekly</i>	\$472.00	\$495.20	\$518.40	\$543.60	\$569.60	\$598.40	\$628.40
	<i>Hourly</i>	\$11.800	\$12.380	\$12.960	\$13.590	\$14.240	\$14.960	\$15.710
OS-03	<i>Annual</i>	\$25,750	\$26,957	\$28,267	\$29,619	\$31,075	\$32,614	\$34,258
	<i>Biweekly</i>	\$990.40	\$1,036.80	\$1,087.20	\$1,139.20	\$1,195.20	\$1,254.40	\$1,317.60
	<i>Weekly</i>	\$495.20	\$518.40	\$543.60	\$569.60	\$597.60	\$627.20	\$658.80
	<i>Hourly</i>	\$12.380	\$12.960	\$13.590	\$14.240	\$14.940	\$15.680	\$16.470
OS-04	<i>Annual</i>	\$26,957	\$28,267	\$29,619	\$31,075	\$32,573	\$34,216	\$35,922
	<i>Biweekly</i>	\$1,036.80	\$1,087.20	\$1,139.20	\$1,195.20	\$1,252.80	\$1,316.00	\$1,381.60
	<i>Weekly</i>	\$518.40	\$543.60	\$569.60	\$597.60	\$626.40	\$658.00	\$690.80
	<i>Hourly</i>	\$12.960	\$13.590	\$14.240	\$14.940	\$15.660	\$16.450	\$17.270
OS-05	<i>Annual</i>	\$28,267	\$29,619	\$31,075	\$32,573	\$34,174	\$35,880	\$37,669
	<i>Biweekly</i>	\$1,087.20	\$1,139.20	\$1,195.20	\$1,252.80	\$1,314.40	\$1,380.00	\$1,448.80
	<i>Weekly</i>	\$543.60	\$569.60	\$597.60	\$626.40	\$657.20	\$690.00	\$724.40
	<i>Hourly</i>	\$13.590	\$14.240	\$14.940	\$15.660	\$16.430	\$17.250	\$18.110
OS-06	<i>Annual</i>	\$29,619	\$31,075	\$32,573	\$34,174	\$35,818	\$37,627	\$39,499
	<i>Biweekly</i>	\$1,139.20	\$1,195.20	\$1,252.80	\$1,314.40	\$1,377.60	\$1,447.20	\$1,519.20
	<i>Weekly</i>	\$569.60	\$597.60	\$626.40	\$657.20	\$688.80	\$723.60	\$759.60
	<i>Hourly</i>	\$14.240	\$14.940	\$15.660	\$16.430	\$17.220	\$18.090	\$18.990
OS-07	<i>Annual</i>	\$31,075	\$32,573	\$34,174	\$35,818	\$37,586	\$39,458	\$41,434
	<i>Biweekly</i>	\$1,195.20	\$1,252.80	\$1,314.40	\$1,377.60	\$1,445.60	\$1,517.60	\$1,593.60
	<i>Weekly</i>	\$597.60	\$626.40	\$657.20	\$688.80	\$722.80	\$758.80	\$796.80
	<i>Hourly</i>	\$14.940	\$15.660	\$16.430	\$17.220	\$18.070	\$18.970	\$19.920

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**

**July 4, 2002**

**25 Years of Service -12.5% Longevity - Does not include any frozen 15% longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
OS-08	<i>Annual</i>	\$32,573	\$34,174	\$35,818	\$37,586	\$39,437	\$41,392	\$43,451
	<i>Biweekly</i>	\$1,252.80	\$1,314.40	\$1,377.60	\$1,445.60	\$1,516.80	\$1,592.00	\$1,671.20
	<i>Weekly</i>	\$626.40	\$657.20	\$688.80	\$722.80	\$758.40	\$796.00	\$835.60
	<i>Hourly</i>	\$15.660	\$16.430	\$17.220	\$18.070	\$18.960	\$19.900	\$20.890
OS-09	<i>Annual</i>	\$34,174	\$35,818	\$37,586	\$39,437	\$41,350	\$43,410	\$45,594
	<i>Biweekly</i>	\$1,314.40	\$1,377.60	\$1,445.60	\$1,516.80	\$1,590.40	\$1,669.60	\$1,753.60
	<i>Weekly</i>	\$657.20	\$688.80	\$722.80	\$758.40	\$795.20	\$834.80	\$876.80
	<i>Hourly</i>	\$16.430	\$17.220	\$18.070	\$18.960	\$19.880	\$20.870	\$21.920
OS-10	<i>Annual</i>	\$35,818	\$37,586	\$39,437	\$41,350	\$43,389	\$45,531	\$47,840
	<i>Biweekly</i>	\$1,377.60	\$1,445.60	\$1,516.80	\$1,590.40	\$1,668.80	\$1,751.20	\$1,840.00
	<i>Weekly</i>	\$688.80	\$722.80	\$758.40	\$795.20	\$834.40	\$875.60	\$920.00
	<i>Hourly</i>	\$17.220	\$18.070	\$18.960	\$19.880	\$20.860	\$21.890	\$23.000
OS-11	<i>Annual</i>	\$37,586	\$39,437	\$41,350	\$43,389	\$45,510	\$47,778	\$50,170
	<i>Biweekly</i>	\$1,445.60	\$1,516.80	\$1,590.40	\$1,668.80	\$1,750.40	\$1,837.60	\$1,929.60
	<i>Weekly</i>	\$722.80	\$758.40	\$795.20	\$834.40	\$875.20	\$918.80	\$964.80
	<i>Hourly</i>	\$18.070	\$18.960	\$19.880	\$20.860	\$21.880	\$22.970	\$24.120
OS-12	<i>Annual</i>	\$39,437	\$41,350	\$43,389	\$45,510	\$47,736	\$50,128	\$52,624
	<i>Biweekly</i>	\$1,516.80	\$1,590.40	\$1,668.80	\$1,750.40	\$1,836.00	\$1,928.00	\$2,024.00
	<i>Weekly</i>	\$758.40	\$795.20	\$834.40	\$875.20	\$918.00	\$964.00	\$1,012.00
	<i>Hourly</i>	\$18.960	\$19.880	\$20.860	\$21.880	\$22.950	\$24.100	\$25.300

**NOTES:**

Implements negotiated pay scale effective with **July 4, 2002** pay period: reflects a 2% increase to each step on pay scale resulting in a 2% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

12 months from Step 1 to Step 2	24 months from Step 4 to Step 5
12 months from Step 2 to Step 3	24 months from Step 5 to Step 6
24 months from Step 3 to Step 4	24 months from Step 6 to Step 7

**FY2003 OFFICE SUPPORT, ADMINISTRATIVE AIDES, AND TECHNICAL PAY SCHEDULE (OS)**

**July 4, 2002**

**25 Years of Service -12.5% Longevity - Does not include any frozen 15% longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>
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Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade

At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade

At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade

At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award

An employee who received a 15% longevity award had the dollar amount of such award frozen as of July 1, 1996, which amount continues to be added to employee's grade and step; when such employee has completed 19 years of continuous service and a longevity calculation of 10% of the employee's current pay grade and step exceeds the frozen dollar amount, the employee switches to a 10% longevity calculation on current pay

25 Year Pay Increase: an employee who has reached Step 5 (and above) of a grade who has completed 25 years of service shall receive a 2.5% increase above the employee's base rate of pay.

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$19,240	\$20,197	\$21,195	\$22,277	\$23,400	\$24,586	\$25,584
	<i>Biweekly</i>	\$740.00	\$776.80	\$815.20	\$856.80	\$900.00	\$945.60	\$984.00
	<i>Weekly</i>	\$370.00	\$388.40	\$407.60	\$428.40	\$450.00	\$472.80	\$492.00
	<i>Hourly</i>	\$9.250	\$9.710	\$10.190	\$10.710	\$11.250	\$11.820	\$12.300
LM-02	<i>Annual</i>	\$20,218	\$21,216	\$22,277	\$23,400	\$24,586	\$25,834	\$26,874
	<i>Biweekly</i>	\$777.60	\$816.00	\$856.80	\$900.00	\$945.60	\$993.60	\$1,033.60
	<i>Weekly</i>	\$388.80	\$408.00	\$428.40	\$450.00	\$472.80	\$496.80	\$516.80
	<i>Hourly</i>	\$9.720	\$10.200	\$10.710	\$11.250	\$11.820	\$12.420	\$12.920
LM-03	<i>Annual</i>	\$21,237	\$22,298	\$23,400	\$24,586	\$25,834	\$27,144	\$28,246
	<i>Biweekly</i>	\$816.80	\$857.60	\$900.00	\$945.60	\$993.60	\$1,044.00	\$1,086.40
	<i>Weekly</i>	\$408.40	\$428.80	\$450.00	\$472.80	\$496.80	\$522.00	\$543.20
	<i>Hourly</i>	\$10.210	\$10.720	\$11.250	\$11.820	\$12.420	\$13.050	\$13.580
LM-04	<i>Annual</i>	\$22,298	\$23,421	\$24,586	\$25,834	\$27,144	\$28,517	\$29,661
	<i>Biweekly</i>	\$857.60	\$900.80	\$945.60	\$993.60	\$1,044.00	\$1,096.80	\$1,140.80
	<i>Weekly</i>	\$428.80	\$450.40	\$472.80	\$496.80	\$522.00	\$548.40	\$570.40
	<i>Hourly</i>	\$10.720	\$11.260	\$11.820	\$12.420	\$13.050	\$13.710	\$14.260
LM-05	<i>Annual</i>	\$23,442	\$24,606	\$25,834	\$27,144	\$28,517	\$29,952	\$31,179
	<i>Biweekly</i>	\$901.60	\$946.40	\$993.60	\$1,044.00	\$1,096.80	\$1,152.00	\$1,199.20
	<i>Weekly</i>	\$450.80	\$473.20	\$496.80	\$522.00	\$548.40	\$576.00	\$599.60
	<i>Hourly</i>	\$11.270	\$11.830	\$12.420	\$13.050	\$13.710	\$14.400	\$14.990
LM-06	<i>Annual</i>	\$24,627	\$25,854	\$27,144	\$28,517	\$29,952	\$31,470	\$32,739
	<i>Biweekly</i>	\$947.20	\$994.40	\$1,044.00	\$1,096.80	\$1,152.00	\$1,210.40	\$1,259.20
	<i>Weekly</i>	\$473.60	\$497.20	\$522.00	\$548.40	\$576.00	\$605.20	\$629.60
	<i>Hourly</i>	\$11.840	\$12.430	\$13.050	\$13.710	\$14.400	\$15.130	\$15.740
LM-07	<i>Annual</i>	\$25,875	\$27,165	\$28,517	\$29,952	\$31,470	\$33,072	\$34,403
	<i>Biweekly</i>	\$995.20	\$1,044.80	\$1,096.80	\$1,152.00	\$1,210.40	\$1,272.00	\$1,323.20
	<i>Weekly</i>	\$497.60	\$522.40	\$548.40	\$576.00	\$605.20	\$636.00	\$661.60
	<i>Hourly</i>	\$12.440	\$13.060	\$13.710	\$14.400	\$15.130	\$15.900	\$16.540

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$27,165	\$28,538	\$29,952	\$31,470	\$33,072	\$34,736	\$36,150
	<i>Biweekly</i>	\$1,044.80	\$1,097.60	\$1,152.00	\$1,210.40	\$1,272.00	\$1,336.00	\$1,390.40
	<i>Weekly</i>	\$522.40	\$548.80	\$576.00	\$605.20	\$636.00	\$668.00	\$695.20
	<i>Hourly</i>	\$13.060	\$13.720	\$14.400	\$15.130	\$15.900	\$16.700	\$17.380
LM-09	<i>Annual</i>	\$28,558	\$29,973	\$31,470	\$33,072	\$34,736	\$36,504	\$37,981
	<i>Biweekly</i>	\$1,098.40	\$1,152.80	\$1,210.40	\$1,272.00	\$1,336.00	\$1,404.00	\$1,460.80
	<i>Weekly</i>	\$549.20	\$576.40	\$605.20	\$636.00	\$668.00	\$702.00	\$730.40
	<i>Hourly</i>	\$13.730	\$14.410	\$15.130	\$15.900	\$16.700	\$17.550	\$18.260
LM-10	<i>Annual</i>	\$29,994	\$31,491	\$33,072	\$34,736	\$36,504	\$38,355	\$39,894
	<i>Biweekly</i>	\$1,153.60	\$1,211.20	\$1,272.00	\$1,336.00	\$1,404.00	\$1,475.20	\$1,534.40
	<i>Weekly</i>	\$576.80	\$605.60	\$636.00	\$668.00	\$702.00	\$737.60	\$767.20
	<i>Hourly</i>	\$14.420	\$15.140	\$15.900	\$16.700	\$17.550	\$18.440	\$19.180
LM-11	<i>Annual</i>	\$31,512	\$33,093	\$34,736	\$36,504	\$38,355	\$40,290	\$41,912
	<i>Biweekly</i>	\$1,212.00	\$1,272.80	\$1,336.00	\$1,404.00	\$1,475.20	\$1,549.60	\$1,612.00
	<i>Weekly</i>	\$606.00	\$636.40	\$668.00	\$702.00	\$737.60	\$774.80	\$806.00
	<i>Hourly</i>	\$15.150	\$15.910	\$16.700	\$17.550	\$18.440	\$19.370	\$20.150
LM-12	<i>Annual</i>	\$33,114	\$34,757	\$36,504	\$38,355	\$40,290	\$42,328	\$44,034
	<i>Biweekly</i>	\$1,273.60	\$1,336.80	\$1,404.00	\$1,475.20	\$1,549.60	\$1,628.00	\$1,693.60
	<i>Weekly</i>	\$636.80	\$668.40	\$702.00	\$737.60	\$774.80	\$814.00	\$846.80
	<i>Hourly</i>	\$15.920	\$16.710	\$17.550	\$18.440	\$19.370	\$20.350	\$21.170

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **July 4, 2002** pay period: reflects a 3% increase to each step on pay scale, including Training steps, resulting in a 3% increase in employees' pay

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

- At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade
- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**3% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$19,822	\$20,800	\$21,840	\$22,942	\$24,107	\$25,314	\$26,354
	<i>Biweekly</i>	\$762.40	\$800.00	\$840.00	\$882.40	\$927.20	\$973.60	\$1,013.60
	<i>Weekly</i>	\$381.20	\$400.00	\$420.00	\$441.20	\$463.60	\$486.80	\$506.80
	<i>Hourly</i>	\$9.530	\$10.000	\$10.500	\$11.030	\$11.590	\$12.170	\$12.670
LM-02	<i>Annual</i>	\$20,821	\$21,861	\$22,942	\$24,107	\$25,314	\$26,603	\$27,685
	<i>Biweekly</i>	\$800.80	\$840.80	\$882.40	\$927.20	\$973.60	\$1,023.20	\$1,064.80
	<i>Weekly</i>	\$400.40	\$420.40	\$441.20	\$463.60	\$486.80	\$511.60	\$532.40
	<i>Hourly</i>	\$10.010	\$10.510	\$11.030	\$11.590	\$12.170	\$12.790	\$13.310
LM-03	<i>Annual</i>	\$21,882	\$22,963	\$24,107	\$25,314	\$26,603	\$27,955	\$29,099
	<i>Biweekly</i>	\$841.60	\$883.20	\$927.20	\$973.60	\$1,023.20	\$1,075.20	\$1,119.20
	<i>Weekly</i>	\$420.80	\$441.60	\$463.60	\$486.80	\$511.60	\$537.60	\$559.60
	<i>Hourly</i>	\$10.520	\$11.040	\$11.590	\$12.170	\$12.790	\$13.440	\$13.990
LM-04	<i>Annual</i>	\$22,963	\$24,128	\$25,314	\$26,603	\$27,955	\$29,370	\$30,555
	<i>Biweekly</i>	\$883.20	\$928.00	\$973.60	\$1,023.20	\$1,075.20	\$1,129.60	\$1,175.20
	<i>Weekly</i>	\$441.60	\$464.00	\$486.80	\$511.60	\$537.60	\$564.80	\$587.60
	<i>Hourly</i>	\$11.040	\$11.600	\$12.170	\$12.790	\$13.440	\$14.120	\$14.690
LM-05	<i>Annual</i>	\$24,149	\$25,334	\$26,603	\$27,955	\$29,370	\$30,846	\$32,115
	<i>Biweekly</i>	\$928.80	\$974.40	\$1,023.20	\$1,075.20	\$1,129.60	\$1,186.40	\$1,235.20
	<i>Weekly</i>	\$464.40	\$487.20	\$511.60	\$537.60	\$564.80	\$593.20	\$617.60
	<i>Hourly</i>	\$11.610	\$12.180	\$12.790	\$13.440	\$14.120	\$14.830	\$15.440
LM-06	<i>Annual</i>	\$25,376	\$26,624	\$27,955	\$29,370	\$30,846	\$32,406	\$33,717
	<i>Biweekly</i>	\$976.00	\$1,024.00	\$1,075.20	\$1,129.60	\$1,186.40	\$1,246.40	\$1,296.80
	<i>Weekly</i>	\$488.00	\$512.00	\$537.60	\$564.80	\$593.20	\$623.20	\$648.40
	<i>Hourly</i>	\$12.200	\$12.800	\$13.440	\$14.120	\$14.830	\$15.580	\$16.210
LM-07	<i>Annual</i>	\$26,645	\$27,976	\$29,370	\$30,846	\$32,406	\$34,070	\$35,443
	<i>Biweekly</i>	\$1,024.80	\$1,076.00	\$1,129.60	\$1,186.40	\$1,246.40	\$1,310.40	\$1,363.20
	<i>Weekly</i>	\$512.40	\$538.00	\$564.80	\$593.20	\$623.20	\$655.20	\$681.60
	<i>Hourly</i>	\$12.810	\$13.450	\$14.120	\$14.830	\$15.580	\$16.380	\$17.040

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**3% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$27,976	\$29,390	\$30,846	\$32,406	\$34,070	\$35,776	\$37,232
	<i>Biweekly</i>	\$1,076.00	\$1,130.40	\$1,186.40	\$1,246.40	\$1,310.40	\$1,376.00	\$1,432.00
	<i>Weekly</i>	\$538.00	\$565.20	\$593.20	\$623.20	\$655.20	\$688.00	\$716.00
	<i>Hourly</i>	\$13.450	\$14.130	\$14.830	\$15.580	\$16.380	\$17.200	\$17.900
LM-09	<i>Annual</i>	\$29,411	\$30,867	\$32,406	\$34,070	\$35,776	\$37,606	\$39,125
	<i>Biweekly</i>	\$1,131.20	\$1,187.20	\$1,246.40	\$1,310.40	\$1,376.00	\$1,446.40	\$1,504.80
	<i>Weekly</i>	\$565.60	\$593.60	\$623.20	\$655.20	\$688.00	\$723.20	\$752.40
	<i>Hourly</i>	\$14.140	\$14.840	\$15.580	\$16.380	\$17.200	\$18.080	\$18.810
LM-10	<i>Annual</i>	\$30,888	\$32,427	\$34,070	\$35,776	\$37,606	\$39,499	\$41,101
	<i>Biweekly</i>	\$1,188.00	\$1,247.20	\$1,310.40	\$1,376.00	\$1,446.40	\$1,519.20	\$1,580.80
	<i>Weekly</i>	\$594.00	\$623.60	\$655.20	\$688.00	\$723.20	\$759.60	\$790.40
	<i>Hourly</i>	\$14.850	\$15.590	\$16.380	\$17.200	\$18.080	\$18.990	\$19.760
LM-11	<i>Annual</i>	\$32,448	\$34,091	\$35,776	\$37,606	\$39,499	\$41,496	\$43,160
	<i>Biweekly</i>	\$1,248.00	\$1,311.20	\$1,376.00	\$1,446.40	\$1,519.20	\$1,596.00	\$1,660.00
	<i>Weekly</i>	\$624.00	\$655.60	\$688.00	\$723.20	\$759.60	\$798.00	\$830.00
	<i>Hourly</i>	\$15.600	\$16.390	\$17.200	\$18.080	\$18.990	\$19.950	\$20.750
LM-12	<i>Annual</i>	\$34,112	\$35,797	\$37,606	\$39,499	\$41,496	\$43,597	\$45,365
	<i>Biweekly</i>	\$1,312.00	\$1,376.80	\$1,446.40	\$1,519.20	\$1,596.00	\$1,676.80	\$1,744.80
	<i>Weekly</i>	\$656.00	\$688.40	\$723.20	\$759.60	\$798.00	\$838.40	\$872.40
	<i>Hourly</i>	\$16.400	\$17.210	\$18.080	\$18.990	\$19.950	\$20.960	\$21.810

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **July 4, 2002** pay period: reflects a 3% increase to each step on pay scale, including Training steps, resulting in a 3% increase in employees' pay

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**3% Longevity**

Grade	Frequency	Training 1	Training 2	Step 1	Step 2	Step 3	Step 4	Step 5
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

- At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade
- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

- Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**5% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$20,197	\$21,216	\$22,256	\$23,400	\$24,565	\$25,813	\$26,874
	<i>Biweekly</i>	\$776.80	\$816.00	\$856.00	\$900.00	\$944.80	\$992.80	\$1,033.60
	<i>Weekly</i>	\$388.40	\$408.00	\$428.00	\$450.00	\$472.40	\$496.40	\$516.80
	<i>Hourly</i>	\$9.710	\$10.200	\$10.700	\$11.250	\$11.810	\$12.410	\$12.920
LM-02	<i>Annual</i>	\$21,237	\$22,277	\$23,400	\$24,565	\$25,813	\$27,123	\$28,226
	<i>Biweekly</i>	\$816.80	\$856.80	\$900.00	\$944.80	\$992.80	\$1,043.20	\$1,085.60
	<i>Weekly</i>	\$408.40	\$428.40	\$450.00	\$472.40	\$496.40	\$521.60	\$542.80
	<i>Hourly</i>	\$10.210	\$10.710	\$11.250	\$11.810	\$12.410	\$13.040	\$13.570
LM-03	<i>Annual</i>	\$22,298	\$23,421	\$24,565	\$25,813	\$27,123	\$28,496	\$29,661
	<i>Biweekly</i>	\$857.60	\$900.80	\$944.80	\$992.80	\$1,043.20	\$1,096.00	\$1,140.80
	<i>Weekly</i>	\$428.80	\$450.40	\$472.40	\$496.40	\$521.60	\$548.00	\$570.40
	<i>Hourly</i>	\$10.720	\$11.260	\$11.810	\$12.410	\$13.040	\$13.700	\$14.260
LM-04	<i>Annual</i>	\$23,421	\$24,586	\$25,813	\$27,123	\$28,496	\$29,952	\$31,138
	<i>Biweekly</i>	\$900.80	\$945.60	\$992.80	\$1,043.20	\$1,096.00	\$1,152.00	\$1,197.60
	<i>Weekly</i>	\$450.40	\$472.80	\$496.40	\$521.60	\$548.00	\$576.00	\$598.80
	<i>Hourly</i>	\$11.260	\$11.820	\$12.410	\$13.040	\$13.700	\$14.400	\$14.970
LM-05	<i>Annual</i>	\$24,606	\$25,834	\$27,123	\$28,496	\$29,952	\$31,450	\$32,739
	<i>Biweekly</i>	\$946.40	\$993.60	\$1,043.20	\$1,096.00	\$1,152.00	\$1,209.60	\$1,259.20
	<i>Weekly</i>	\$473.20	\$496.80	\$521.60	\$548.00	\$576.00	\$604.80	\$629.60
	<i>Hourly</i>	\$11.830	\$12.420	\$13.040	\$13.700	\$14.400	\$15.120	\$15.740
LM-06	<i>Annual</i>	\$25,854	\$27,144	\$28,496	\$29,952	\$31,450	\$33,051	\$34,382
	<i>Biweekly</i>	\$994.40	\$1,044.00	\$1,096.00	\$1,152.00	\$1,209.60	\$1,271.20	\$1,322.40
	<i>Weekly</i>	\$497.20	\$522.00	\$548.00	\$576.00	\$604.80	\$635.60	\$661.20
	<i>Hourly</i>	\$12.430	\$13.050	\$13.700	\$14.400	\$15.120	\$15.890	\$16.530
LM-07	<i>Annual</i>	\$27,165	\$28,517	\$29,952	\$31,450	\$33,051	\$34,736	\$36,130
	<i>Biweekly</i>	\$1,044.80	\$1,096.80	\$1,152.00	\$1,209.60	\$1,271.20	\$1,336.00	\$1,389.60
	<i>Weekly</i>	\$522.40	\$548.40	\$576.00	\$604.80	\$635.60	\$668.00	\$694.80
	<i>Hourly</i>	\$13.060	\$13.710	\$14.400	\$15.120	\$15.890	\$16.700	\$17.370

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**5% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$28,517	\$29,973	\$31,450	\$33,051	\$34,736	\$36,483	\$37,960
	<i>Biweekly</i>	\$1,096.80	\$1,152.80	\$1,209.60	\$1,271.20	\$1,336.00	\$1,403.20	\$1,460.00
	<i>Weekly</i>	\$548.40	\$576.40	\$604.80	\$635.60	\$668.00	\$701.60	\$730.00
	<i>Hourly</i>	\$13.710	\$14.410	\$15.120	\$15.890	\$16.700	\$17.540	\$18.250
LM-09	<i>Annual</i>	\$29,994	\$31,470	\$33,051	\$34,736	\$36,483	\$38,334	\$39,874
	<i>Biweekly</i>	\$1,153.60	\$1,210.40	\$1,271.20	\$1,336.00	\$1,403.20	\$1,474.40	\$1,533.60
	<i>Weekly</i>	\$576.80	\$605.20	\$635.60	\$668.00	\$701.60	\$737.20	\$766.80
	<i>Hourly</i>	\$14.420	\$15.130	\$15.890	\$16.700	\$17.540	\$18.430	\$19.170
LM-10	<i>Annual</i>	\$31,491	\$33,072	\$34,736	\$36,483	\$38,334	\$40,269	\$41,891
	<i>Biweekly</i>	\$1,211.20	\$1,272.00	\$1,336.00	\$1,403.20	\$1,474.40	\$1,548.80	\$1,611.20
	<i>Weekly</i>	\$605.60	\$636.00	\$668.00	\$701.60	\$737.20	\$774.40	\$805.60
	<i>Hourly</i>	\$15.140	\$15.900	\$16.700	\$17.540	\$18.430	\$19.360	\$20.140
LM-11	<i>Annual</i>	\$33,093	\$34,757	\$36,483	\$38,334	\$40,269	\$42,307	\$44,013
	<i>Biweekly</i>	\$1,272.80	\$1,336.80	\$1,403.20	\$1,474.40	\$1,548.80	\$1,627.20	\$1,692.80
	<i>Weekly</i>	\$636.40	\$668.40	\$701.60	\$737.20	\$774.40	\$813.60	\$846.40
	<i>Hourly</i>	\$15.910	\$16.710	\$17.540	\$18.430	\$19.360	\$20.340	\$21.160
LM-12	<i>Annual</i>	\$34,778	\$36,504	\$38,334	\$40,269	\$42,307	\$44,450	\$46,238
	<i>Biweekly</i>	\$1,337.60	\$1,404.00	\$1,474.40	\$1,548.80	\$1,627.20	\$1,709.60	\$1,778.40
	<i>Weekly</i>	\$668.80	\$702.00	\$737.20	\$774.40	\$813.60	\$854.80	\$889.20
	<i>Hourly</i>	\$16.720	\$17.550	\$18.430	\$19.360	\$20.340	\$21.370	\$22.230

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **July 4, 2002** pay period: reflects a 3% increase to each step on pay scale, including Training steps, resulting in a 3% increase in employees' pay

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**5% Longevity**

Grade	Frequency	Training 1	Training 2	Step 1	Step 2	Step 3	Step 4	Step 5
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

- At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade
- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

- Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**6% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$20,405	\$21,403	\$22,464	\$23,608	\$24,814	\$26,062	\$27,123
	<i>Biweekly</i>	\$784.80	\$823.20	\$864.00	\$908.00	\$954.40	\$1,002.40	\$1,043.20
	<i>Weekly</i>	\$392.40	\$411.60	\$432.00	\$454.00	\$477.20	\$501.20	\$521.60
	<i>Hourly</i>	\$9.810	\$10.290	\$10.800	\$11.350	\$11.930	\$12.530	\$13.040
LM-02	<i>Annual</i>	\$21,424	\$22,485	\$23,608	\$24,814	\$26,062	\$27,394	\$28,496
	<i>Biweekly</i>	\$824.00	\$864.80	\$908.00	\$954.40	\$1,002.40	\$1,053.60	\$1,096.00
	<i>Weekly</i>	\$412.00	\$432.40	\$454.00	\$477.20	\$501.20	\$526.80	\$548.00
	<i>Hourly</i>	\$10.300	\$10.810	\$11.350	\$11.930	\$12.530	\$13.170	\$13.700
LM-03	<i>Annual</i>	\$22,506	\$23,629	\$24,814	\$26,062	\$27,394	\$28,766	\$29,931
	<i>Biweekly</i>	\$865.60	\$908.80	\$954.40	\$1,002.40	\$1,053.60	\$1,106.40	\$1,151.20
	<i>Weekly</i>	\$432.80	\$454.40	\$477.20	\$501.20	\$526.80	\$553.20	\$575.60
	<i>Hourly</i>	\$10.820	\$11.360	\$11.930	\$12.530	\$13.170	\$13.830	\$14.390
LM-04	<i>Annual</i>	\$23,629	\$24,835	\$26,062	\$27,394	\$28,766	\$30,222	\$31,450
	<i>Biweekly</i>	\$908.80	\$955.20	\$1,002.40	\$1,053.60	\$1,106.40	\$1,162.40	\$1,209.60
	<i>Weekly</i>	\$454.40	\$477.60	\$501.20	\$526.80	\$553.20	\$581.20	\$604.80
	<i>Hourly</i>	\$11.360	\$11.940	\$12.530	\$13.170	\$13.830	\$14.530	\$15.120
LM-05	<i>Annual</i>	\$24,856	\$26,083	\$27,394	\$28,766	\$30,222	\$31,741	\$33,051
	<i>Biweekly</i>	\$956.00	\$1,003.20	\$1,053.60	\$1,106.40	\$1,162.40	\$1,220.80	\$1,271.20
	<i>Weekly</i>	\$478.00	\$501.60	\$526.80	\$553.20	\$581.20	\$610.40	\$635.60
	<i>Hourly</i>	\$11.950	\$12.540	\$13.170	\$13.830	\$14.530	\$15.260	\$15.890
LM-06	<i>Annual</i>	\$26,104	\$27,414	\$28,766	\$30,222	\$31,741	\$33,363	\$34,694
	<i>Biweekly</i>	\$1,004.00	\$1,054.40	\$1,106.40	\$1,162.40	\$1,220.80	\$1,283.20	\$1,334.40
	<i>Weekly</i>	\$502.00	\$527.20	\$553.20	\$581.20	\$610.40	\$641.60	\$667.20
	<i>Hourly</i>	\$12.550	\$13.180	\$13.830	\$14.530	\$15.260	\$16.040	\$16.680
LM-07	<i>Annual</i>	\$27,435	\$28,787	\$30,222	\$31,741	\$33,363	\$35,048	\$36,462
	<i>Biweekly</i>	\$1,055.20	\$1,107.20	\$1,162.40	\$1,220.80	\$1,283.20	\$1,348.00	\$1,402.40
	<i>Weekly</i>	\$527.60	\$553.60	\$581.20	\$610.40	\$641.60	\$674.00	\$701.20
	<i>Hourly</i>	\$13.190	\$13.840	\$14.530	\$15.260	\$16.040	\$16.850	\$17.530

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**6% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$28,787	\$30,243	\$31,741	\$33,363	\$35,048	\$36,816	\$38,314
	<i>Biweekly</i>	\$1,107.20	\$1,163.20	\$1,220.80	\$1,283.20	\$1,348.00	\$1,416.00	\$1,473.60
	<i>Weekly</i>	\$553.60	\$581.60	\$610.40	\$641.60	\$674.00	\$708.00	\$736.80
	<i>Hourly</i>	\$13.840	\$14.540	\$15.260	\$16.040	\$16.850	\$17.700	\$18.420
LM-09	<i>Annual</i>	\$30,264	\$31,762	\$33,363	\$35,048	\$36,816	\$38,688	\$40,269
	<i>Biweekly</i>	\$1,164.00	\$1,221.60	\$1,283.20	\$1,348.00	\$1,416.00	\$1,488.00	\$1,548.80
	<i>Weekly</i>	\$582.00	\$610.80	\$641.60	\$674.00	\$708.00	\$744.00	\$774.40
	<i>Hourly</i>	\$14.550	\$15.270	\$16.040	\$16.850	\$17.700	\$18.600	\$19.360
LM-10	<i>Annual</i>	\$31,803	\$33,384	\$35,048	\$36,816	\$38,688	\$40,664	\$42,286
	<i>Biweekly</i>	\$1,223.20	\$1,284.00	\$1,348.00	\$1,416.00	\$1,488.00	\$1,564.00	\$1,626.40
	<i>Weekly</i>	\$611.60	\$642.00	\$674.00	\$708.00	\$744.00	\$782.00	\$813.20
	<i>Hourly</i>	\$15.290	\$16.050	\$16.850	\$17.700	\$18.600	\$19.550	\$20.330
LM-11	<i>Annual</i>	\$33,405	\$35,069	\$36,816	\$38,688	\$40,664	\$42,702	\$44,429
	<i>Biweekly</i>	\$1,284.80	\$1,348.80	\$1,416.00	\$1,488.00	\$1,564.00	\$1,642.40	\$1,708.80
	<i>Weekly</i>	\$642.40	\$674.40	\$708.00	\$744.00	\$782.00	\$821.20	\$854.40
	<i>Hourly</i>	\$16.060	\$16.860	\$17.700	\$18.600	\$19.550	\$20.530	\$21.360
LM-12	<i>Annual</i>	\$35,110	\$36,837	\$38,688	\$40,664	\$42,702	\$44,866	\$46,675
	<i>Biweekly</i>	\$1,350.40	\$1,416.80	\$1,488.00	\$1,564.00	\$1,642.40	\$1,725.60	\$1,795.20
	<i>Weekly</i>	\$675.20	\$708.40	\$744.00	\$782.00	\$821.20	\$862.80	\$897.60
	<i>Hourly</i>	\$16.880	\$17.710	\$18.600	\$19.550	\$20.530	\$21.570	\$22.440

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **July 4, 2002** pay period: reflects a 3% increase to each step on pay scale, including Training steps, resulting in a 3% increase in employees' pay

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**6% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade  
 At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade  
 At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade  
 At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**8% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$20,779	\$21,819	\$22,901	\$24,066	\$25,272	\$26,562	\$27,622
	<i>Biweekly</i>	\$799.20	\$839.20	\$880.80	\$925.60	\$972.00	\$1,021.60	\$1,062.40
	<i>Weekly</i>	\$399.60	\$419.60	\$440.40	\$462.80	\$486.00	\$510.80	\$531.20
	<i>Hourly</i>	\$9.990	\$10.490	\$11.010	\$11.570	\$12.150	\$12.770	\$13.280
LM-02	<i>Annual</i>	\$21,840	\$22,922	\$24,066	\$25,272	\$26,562	\$27,893	\$29,016
	<i>Biweekly</i>	\$840.00	\$881.60	\$925.60	\$972.00	\$1,021.60	\$1,072.80	\$1,116.00
	<i>Weekly</i>	\$420.00	\$440.80	\$462.80	\$486.00	\$510.80	\$536.40	\$558.00
	<i>Hourly</i>	\$10.500	\$11.020	\$11.570	\$12.150	\$12.770	\$13.410	\$13.950
LM-03	<i>Annual</i>	\$22,942	\$24,086	\$25,272	\$26,562	\$27,893	\$29,307	\$30,514
	<i>Biweekly</i>	\$882.40	\$926.40	\$972.00	\$1,021.60	\$1,072.80	\$1,127.20	\$1,173.60
	<i>Weekly</i>	\$441.20	\$463.20	\$486.00	\$510.80	\$536.40	\$563.60	\$586.80
	<i>Hourly</i>	\$11.030	\$11.580	\$12.150	\$12.770	\$13.410	\$14.090	\$14.670
LM-04	<i>Annual</i>	\$24,086	\$25,293	\$26,562	\$27,893	\$29,307	\$30,805	\$32,032
	<i>Biweekly</i>	\$926.40	\$972.80	\$1,021.60	\$1,072.80	\$1,127.20	\$1,184.80	\$1,232.00
	<i>Weekly</i>	\$463.20	\$486.40	\$510.80	\$536.40	\$563.60	\$592.40	\$616.00
	<i>Hourly</i>	\$11.580	\$12.160	\$12.770	\$13.410	\$14.090	\$14.810	\$15.400
LM-05	<i>Annual</i>	\$25,314	\$26,582	\$27,893	\$29,307	\$30,805	\$32,344	\$33,675
	<i>Biweekly</i>	\$973.60	\$1,022.40	\$1,072.80	\$1,127.20	\$1,184.80	\$1,244.00	\$1,295.20
	<i>Weekly</i>	\$486.80	\$511.20	\$536.40	\$563.60	\$592.40	\$622.00	\$647.60
	<i>Hourly</i>	\$12.170	\$12.780	\$13.410	\$14.090	\$14.810	\$15.550	\$16.190
LM-06	<i>Annual</i>	\$26,603	\$27,914	\$29,307	\$30,805	\$32,344	\$33,987	\$35,360
	<i>Biweekly</i>	\$1,023.20	\$1,073.60	\$1,127.20	\$1,184.80	\$1,244.00	\$1,307.20	\$1,360.00
	<i>Weekly</i>	\$511.60	\$536.80	\$563.60	\$592.40	\$622.00	\$653.60	\$680.00
	<i>Hourly</i>	\$12.790	\$13.420	\$14.090	\$14.810	\$15.550	\$16.340	\$17.000
LM-07	<i>Annual</i>	\$27,955	\$29,328	\$30,805	\$32,344	\$33,987	\$35,714	\$37,149
	<i>Biweekly</i>	\$1,075.20	\$1,128.00	\$1,184.80	\$1,244.00	\$1,307.20	\$1,373.60	\$1,428.80
	<i>Weekly</i>	\$537.60	\$564.00	\$592.40	\$622.00	\$653.60	\$686.80	\$714.40
	<i>Hourly</i>	\$13.440	\$14.100	\$14.810	\$15.550	\$16.340	\$17.170	\$17.860

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**8% Longevity**

Grade	Frequency	Training 1	Training 2	Step 1	Step 2	Step 3	Step 4	Step 5
LM-08	<i>Annual</i>	\$29,328	\$30,826	\$32,344	\$33,987	\$35,714	\$37,523	\$39,042
	<i>Biweekly</i>	\$1,128.00	\$1,185.60	\$1,244.00	\$1,307.20	\$1,373.60	\$1,443.20	\$1,501.60
	<i>Weekly</i>	\$564.00	\$592.80	\$622.00	\$653.60	\$686.80	\$721.60	\$750.80
	<i>Hourly</i>	\$14.100	\$14.820	\$15.550	\$16.340	\$17.170	\$18.040	\$18.770
LM-09	<i>Annual</i>	\$30,846	\$32,365	\$33,987	\$35,714	\$37,523	\$39,416	\$41,018
	<i>Biweekly</i>	\$1,186.40	\$1,244.80	\$1,307.20	\$1,373.60	\$1,443.20	\$1,516.00	\$1,577.60
	<i>Weekly</i>	\$593.20	\$622.40	\$653.60	\$686.80	\$721.60	\$758.00	\$788.80
	<i>Hourly</i>	\$14.830	\$15.560	\$16.340	\$17.170	\$18.040	\$18.950	\$19.720
LM-10	<i>Annual</i>	\$32,386	\$34,008	\$35,714	\$37,523	\$39,416	\$41,434	\$43,077
	<i>Biweekly</i>	\$1,245.60	\$1,308.00	\$1,373.60	\$1,443.20	\$1,516.00	\$1,593.60	\$1,656.80
	<i>Weekly</i>	\$622.80	\$654.00	\$686.80	\$721.60	\$758.00	\$796.80	\$828.40
	<i>Hourly</i>	\$15.570	\$16.350	\$17.170	\$18.040	\$18.950	\$19.920	\$20.710
LM-11	<i>Annual</i>	\$34,029	\$35,734	\$37,523	\$39,416	\$41,434	\$43,514	\$45,261
	<i>Biweekly</i>	\$1,308.80	\$1,374.40	\$1,443.20	\$1,516.00	\$1,593.60	\$1,673.60	\$1,740.80
	<i>Weekly</i>	\$654.40	\$687.20	\$721.60	\$758.00	\$796.80	\$836.80	\$870.40
	<i>Hourly</i>	\$16.360	\$17.180	\$18.040	\$18.950	\$19.920	\$20.920	\$21.760
LM-12	<i>Annual</i>	\$35,755	\$37,544	\$39,416	\$41,434	\$43,514	\$45,718	\$47,549
	<i>Biweekly</i>	\$1,375.20	\$1,444.00	\$1,516.00	\$1,593.60	\$1,673.60	\$1,758.40	\$1,828.80
	<i>Weekly</i>	\$687.60	\$722.00	\$758.00	\$796.80	\$836.80	\$879.20	\$914.40
	<i>Hourly</i>	\$17.190	\$18.050	\$18.950	\$19.920	\$20.920	\$21.980	\$22.860

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **July 4, 2002** pay period: reflects a 3% increase to each step on pay scale, including Training steps, resulting in a 3% increase in employees' pay

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**8% Longevity**

Grade	Frequency	Training 1	Training 2	Step 1	Step 2	Step 3	Step 4	Step 5
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

- At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade
- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**10% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$21,174	\$22,214	\$23,317	\$24,502	\$25,750	\$27,040	\$28,142
	<i>Biweekly</i>	\$814.40	\$854.40	\$896.80	\$942.40	\$990.40	\$1,040.00	\$1,082.40
	<i>Weekly</i>	\$407.20	\$427.20	\$448.40	\$471.20	\$495.20	\$520.00	\$541.20
	<i>Hourly</i>	\$10.180	\$10.680	\$11.210	\$11.780	\$12.380	\$13.000	\$13.530
LM-02	<i>Annual</i>	\$22,235	\$23,338	\$24,502	\$25,750	\$27,040	\$28,413	\$29,557
	<i>Biweekly</i>	\$855.20	\$897.60	\$942.40	\$990.40	\$1,040.00	\$1,092.80	\$1,136.80
	<i>Weekly</i>	\$427.60	\$448.80	\$471.20	\$495.20	\$520.00	\$546.40	\$568.40
	<i>Hourly</i>	\$10.690	\$11.220	\$11.780	\$12.380	\$13.000	\$13.660	\$14.210
LM-03	<i>Annual</i>	\$23,358	\$24,523	\$25,750	\$27,040	\$28,413	\$29,869	\$31,075
	<i>Biweekly</i>	\$898.40	\$943.20	\$990.40	\$1,040.00	\$1,092.80	\$1,148.80	\$1,195.20
	<i>Weekly</i>	\$449.20	\$471.60	\$495.20	\$520.00	\$546.40	\$574.40	\$597.60
	<i>Hourly</i>	\$11.230	\$11.790	\$12.380	\$13.000	\$13.660	\$14.360	\$14.940
LM-04	<i>Annual</i>	\$24,523	\$25,771	\$27,040	\$28,413	\$29,869	\$31,366	\$32,635
	<i>Biweekly</i>	\$943.20	\$991.20	\$1,040.00	\$1,092.80	\$1,148.80	\$1,206.40	\$1,255.20
	<i>Weekly</i>	\$471.60	\$495.60	\$520.00	\$546.40	\$574.40	\$603.20	\$627.60
	<i>Hourly</i>	\$11.790	\$12.390	\$13.000	\$13.660	\$14.360	\$15.080	\$15.690
LM-05	<i>Annual</i>	\$25,792	\$27,061	\$28,413	\$29,869	\$31,366	\$32,947	\$34,299
	<i>Biweekly</i>	\$992.00	\$1,040.80	\$1,092.80	\$1,148.80	\$1,206.40	\$1,267.20	\$1,319.20
	<i>Weekly</i>	\$496.00	\$520.40	\$546.40	\$574.40	\$603.20	\$633.60	\$659.60
	<i>Hourly</i>	\$12.400	\$13.010	\$13.660	\$14.360	\$15.080	\$15.840	\$16.490
LM-06	<i>Annual</i>	\$27,082	\$28,434	\$29,869	\$31,366	\$32,947	\$34,611	\$36,005
	<i>Biweekly</i>	\$1,041.60	\$1,093.60	\$1,148.80	\$1,206.40	\$1,267.20	\$1,331.20	\$1,384.80
	<i>Weekly</i>	\$520.80	\$546.80	\$574.40	\$603.20	\$633.60	\$665.60	\$692.40
	<i>Hourly</i>	\$13.020	\$13.670	\$14.360	\$15.080	\$15.840	\$16.640	\$17.310
LM-07	<i>Annual</i>	\$28,454	\$29,890	\$31,366	\$32,947	\$34,611	\$36,379	\$37,835
	<i>Biweekly</i>	\$1,094.40	\$1,149.60	\$1,206.40	\$1,267.20	\$1,331.20	\$1,399.20	\$1,455.20
	<i>Weekly</i>	\$547.20	\$574.80	\$603.20	\$633.60	\$665.60	\$699.60	\$727.60
	<i>Hourly</i>	\$13.680	\$14.370	\$15.080	\$15.840	\$16.640	\$17.490	\$18.190

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**10% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$29,890	\$31,387	\$32,947	\$34,611	\$36,379	\$38,210	\$39,770
	<i>Biweekly</i>	\$1,149.60	\$1,207.20	\$1,267.20	\$1,331.20	\$1,399.20	\$1,469.60	\$1,529.60
	<i>Weekly</i>	\$574.80	\$603.60	\$633.60	\$665.60	\$699.60	\$734.80	\$764.80
	<i>Hourly</i>	\$14.370	\$15.090	\$15.840	\$16.640	\$17.490	\$18.370	\$19.120
LM-09	<i>Annual</i>	\$31,408	\$32,968	\$34,611	\$36,379	\$38,210	\$40,165	\$41,787
	<i>Biweekly</i>	\$1,208.00	\$1,268.00	\$1,331.20	\$1,399.20	\$1,469.60	\$1,544.80	\$1,607.20
	<i>Weekly</i>	\$604.00	\$634.00	\$665.60	\$699.60	\$734.80	\$772.40	\$803.60
	<i>Hourly</i>	\$15.100	\$15.850	\$16.640	\$17.490	\$18.370	\$19.310	\$20.090
LM-10	<i>Annual</i>	\$32,989	\$34,632	\$36,379	\$38,210	\$40,165	\$42,182	\$43,888
	<i>Biweekly</i>	\$1,268.80	\$1,332.00	\$1,399.20	\$1,469.60	\$1,544.80	\$1,622.40	\$1,688.00
	<i>Weekly</i>	\$634.40	\$666.00	\$699.60	\$734.80	\$772.40	\$811.20	\$844.00
	<i>Hourly</i>	\$15.860	\$16.650	\$17.490	\$18.370	\$19.310	\$20.280	\$21.100
LM-11	<i>Annual</i>	\$34,674	\$36,400	\$38,210	\$40,165	\$42,182	\$44,325	\$46,114
	<i>Biweekly</i>	\$1,333.60	\$1,400.00	\$1,469.60	\$1,544.80	\$1,622.40	\$1,704.80	\$1,773.60
	<i>Weekly</i>	\$666.80	\$700.00	\$734.80	\$772.40	\$811.20	\$852.40	\$886.80
	<i>Hourly</i>	\$16.670	\$17.500	\$18.370	\$19.310	\$20.280	\$21.310	\$22.170
LM-12	<i>Annual</i>	\$36,421	\$38,230	\$40,165	\$42,182	\$44,325	\$46,571	\$48,443
	<i>Biweekly</i>	\$1,400.80	\$1,470.40	\$1,544.80	\$1,622.40	\$1,704.80	\$1,791.20	\$1,863.20
	<i>Weekly</i>	\$700.40	\$735.20	\$772.40	\$811.20	\$852.40	\$895.60	\$931.60
	<i>Hourly</i>	\$17.510	\$18.380	\$19.310	\$20.280	\$21.310	\$22.390	\$23.290

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **July 4, 2002** pay period: reflects a 3% increase to each step on pay scale, including Training steps, resulting in a 3% increase in employees' pay

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**10% Longevity**

Grade	Frequency	Training 1	Training 2	Step 1	Step 2	Step 3	Step 4	Step 5
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

- At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade
- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**15% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$22,131	\$23,234	\$24,378	\$25,626	\$26,915	\$28,267	\$29,432
	<i>Biweekly</i>	\$851.20	\$893.60	\$937.60	\$985.60	\$1,035.20	\$1,087.20	\$1,132.00
	<i>Weekly</i>	\$425.60	\$446.80	\$468.80	\$492.80	\$517.60	\$543.60	\$566.00
	<i>Hourly</i>	\$10.640	\$11.170	\$11.720	\$12.320	\$12.940	\$13.590	\$14.150
LM-02	<i>Annual</i>	\$23,254	\$24,398	\$25,626	\$26,915	\$28,267	\$29,702	\$30,909
	<i>Biweekly</i>	\$894.40	\$938.40	\$985.60	\$1,035.20	\$1,087.20	\$1,142.40	\$1,188.80
	<i>Weekly</i>	\$447.20	\$469.20	\$492.80	\$517.60	\$543.60	\$571.20	\$594.40
	<i>Hourly</i>	\$11.180	\$11.730	\$12.320	\$12.940	\$13.590	\$14.280	\$14.860
LM-03	<i>Annual</i>	\$24,419	\$25,646	\$26,915	\$28,267	\$29,702	\$31,221	\$32,490
	<i>Biweekly</i>	\$939.20	\$986.40	\$1,035.20	\$1,087.20	\$1,142.40	\$1,200.80	\$1,249.60
	<i>Weekly</i>	\$469.60	\$493.20	\$517.60	\$543.60	\$571.20	\$600.40	\$624.80
	<i>Hourly</i>	\$11.740	\$12.330	\$12.940	\$13.590	\$14.280	\$15.010	\$15.620
LM-04	<i>Annual</i>	\$25,646	\$26,936	\$28,267	\$29,702	\$31,221	\$32,802	\$34,112
	<i>Biweekly</i>	\$986.40	\$1,036.00	\$1,087.20	\$1,142.40	\$1,200.80	\$1,261.60	\$1,312.00
	<i>Weekly</i>	\$493.20	\$518.00	\$543.60	\$571.20	\$600.40	\$630.80	\$656.00
	<i>Hourly</i>	\$12.330	\$12.950	\$13.590	\$14.280	\$15.010	\$15.770	\$16.400
LM-05	<i>Annual</i>	\$26,957	\$28,288	\$29,702	\$31,221	\$32,802	\$34,445	\$35,859
	<i>Biweekly</i>	\$1,036.80	\$1,088.00	\$1,142.40	\$1,200.80	\$1,261.60	\$1,324.80	\$1,379.20
	<i>Weekly</i>	\$518.40	\$544.00	\$571.20	\$600.40	\$630.80	\$662.40	\$689.60
	<i>Hourly</i>	\$12.960	\$13.600	\$14.280	\$15.010	\$15.770	\$16.560	\$17.240
LM-06	<i>Annual</i>	\$28,330	\$29,723	\$31,221	\$32,802	\$34,445	\$36,192	\$37,648
	<i>Biweekly</i>	\$1,089.60	\$1,143.20	\$1,200.80	\$1,261.60	\$1,324.80	\$1,392.00	\$1,448.00
	<i>Weekly</i>	\$544.80	\$571.60	\$600.40	\$630.80	\$662.40	\$696.00	\$724.00
	<i>Hourly</i>	\$13.620	\$14.290	\$15.010	\$15.770	\$16.560	\$17.400	\$18.100
LM-07	<i>Annual</i>	\$29,765	\$31,242	\$32,802	\$34,445	\$36,192	\$38,043	\$39,562
	<i>Biweekly</i>	\$1,144.80	\$1,201.60	\$1,261.60	\$1,324.80	\$1,392.00	\$1,463.20	\$1,521.60
	<i>Weekly</i>	\$572.40	\$600.80	\$630.80	\$662.40	\$696.00	\$731.60	\$760.80
	<i>Hourly</i>	\$14.310	\$15.020	\$15.770	\$16.560	\$17.400	\$18.290	\$19.020

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**15% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$31,242	\$32,822	\$34,445	\$36,192	\$38,043	\$39,957	\$41,579
	<i>Biweekly</i>	\$1,201.60	\$1,262.40	\$1,324.80	\$1,392.00	\$1,463.20	\$1,536.80	\$1,599.20
	<i>Weekly</i>	\$600.80	\$631.20	\$662.40	\$696.00	\$731.60	\$768.40	\$799.60
	<i>Hourly</i>	\$15.020	\$15.780	\$16.560	\$17.400	\$18.290	\$19.210	\$19.990
LM-09	<i>Annual</i>	\$32,843	\$34,466	\$36,192	\$38,043	\$39,957	\$41,974	\$43,680
	<i>Biweekly</i>	\$1,263.20	\$1,325.60	\$1,392.00	\$1,463.20	\$1,536.80	\$1,614.40	\$1,680.00
	<i>Weekly</i>	\$631.60	\$662.80	\$696.00	\$731.60	\$768.40	\$807.20	\$840.00
	<i>Hourly</i>	\$15.790	\$16.570	\$17.400	\$18.290	\$19.210	\$20.180	\$21.000
LM-10	<i>Annual</i>	\$34,486	\$36,213	\$38,043	\$39,957	\$41,974	\$44,117	\$45,885
	<i>Biweekly</i>	\$1,326.40	\$1,392.80	\$1,463.20	\$1,536.80	\$1,614.40	\$1,696.80	\$1,764.80
	<i>Weekly</i>	\$663.20	\$696.40	\$731.60	\$768.40	\$807.20	\$848.40	\$882.40
	<i>Hourly</i>	\$16.580	\$17.410	\$18.290	\$19.210	\$20.180	\$21.210	\$22.060
LM-11	<i>Annual</i>	\$36,234	\$38,064	\$39,957	\$41,974	\$44,117	\$46,342	\$48,194
	<i>Biweekly</i>	\$1,393.60	\$1,464.00	\$1,536.80	\$1,614.40	\$1,696.80	\$1,782.40	\$1,853.60
	<i>Weekly</i>	\$696.80	\$732.00	\$768.40	\$807.20	\$848.40	\$891.20	\$926.80
	<i>Hourly</i>	\$17.420	\$18.300	\$19.210	\$20.180	\$21.210	\$22.280	\$23.170
LM-12	<i>Annual</i>	\$38,085	\$39,978	\$41,974	\$44,117	\$46,342	\$48,672	\$50,648
	<i>Biweekly</i>	\$1,464.80	\$1,537.60	\$1,614.40	\$1,696.80	\$1,782.40	\$1,872.00	\$1,948.00
	<i>Weekly</i>	\$732.40	\$768.80	\$807.20	\$848.40	\$891.20	\$936.00	\$974.00
	<i>Hourly</i>	\$18.310	\$19.220	\$20.180	\$21.210	\$22.280	\$23.400	\$24.350

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **July 4, 2002** pay period: reflects a 3% increase to each step on pay scale, including Training steps, resulting in a 3% increase in employees' pay

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**July 4, 2002 - April 2, 2003**  
**15% Longevity**

Grade	Frequency	Training 1	Training 2	Step 1	Step 2	Step 3	Step 4	Step 5
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

- At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade
- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$19,240	\$20,197	\$21,195	\$22,277	\$23,400	\$24,586	\$25,834
	<i>Biweekly</i>	\$740.00	\$776.80	\$815.20	\$856.80	\$900.00	\$945.60	\$993.60
	<i>Weekly</i>	\$370.00	\$388.40	\$407.60	\$428.40	\$450.00	\$472.80	\$496.80
	<i>Hourly</i>	\$9.250	\$9.710	\$10.190	\$10.710	\$11.250	\$11.820	\$12.420
LM-02	<i>Annual</i>	\$20,218	\$21,216	\$22,277	\$23,400	\$24,586	\$25,834	\$27,144
	<i>Biweekly</i>	\$777.60	\$816.00	\$856.80	\$900.00	\$945.60	\$993.60	\$1,044.00
	<i>Weekly</i>	\$388.80	\$408.00	\$428.40	\$450.00	\$472.80	\$496.80	\$522.00
	<i>Hourly</i>	\$9.720	\$10.200	\$10.710	\$11.250	\$11.820	\$12.420	\$13.050
LM-03	<i>Annual</i>	\$21,237	\$22,298	\$23,400	\$24,586	\$25,834	\$27,144	\$28,517
	<i>Biweekly</i>	\$816.80	\$857.60	\$900.00	\$945.60	\$993.60	\$1,044.00	\$1,096.80
	<i>Weekly</i>	\$408.40	\$428.80	\$450.00	\$472.80	\$496.80	\$522.00	\$548.40
	<i>Hourly</i>	\$10.210	\$10.720	\$11.250	\$11.820	\$12.420	\$13.050	\$13.710
LM-04	<i>Annual</i>	\$22,298	\$23,421	\$24,586	\$25,834	\$27,144	\$28,517	\$29,973
	<i>Biweekly</i>	\$857.60	\$900.80	\$945.60	\$993.60	\$1,044.00	\$1,096.80	\$1,152.80
	<i>Weekly</i>	\$428.80	\$450.40	\$472.80	\$496.80	\$522.00	\$548.40	\$576.40
	<i>Hourly</i>	\$10.720	\$11.260	\$11.820	\$12.420	\$13.050	\$13.710	\$14.410
LM-05	<i>Annual</i>	\$23,442	\$24,606	\$25,834	\$27,144	\$28,517	\$29,952	\$31,491
	<i>Biweekly</i>	\$901.60	\$946.40	\$993.60	\$1,044.00	\$1,096.80	\$1,152.00	\$1,211.20
	<i>Weekly</i>	\$450.80	\$473.20	\$496.80	\$522.00	\$548.40	\$576.00	\$605.60
	<i>Hourly</i>	\$11.270	\$11.830	\$12.420	\$13.050	\$13.710	\$14.400	\$15.140
LM-06	<i>Annual</i>	\$24,627	\$25,854	\$27,144	\$28,517	\$29,952	\$31,470	\$33,072
	<i>Biweekly</i>	\$947.20	\$994.40	\$1,044.00	\$1,096.80	\$1,152.00	\$1,210.40	\$1,272.00
	<i>Weekly</i>	\$473.60	\$497.20	\$522.00	\$548.40	\$576.00	\$605.20	\$636.00
	<i>Hourly</i>	\$11.840	\$12.430	\$13.050	\$13.710	\$14.400	\$15.130	\$15.900
LM-07	<i>Annual</i>	\$25,875	\$27,165	\$28,517	\$29,952	\$31,470	\$33,072	\$34,757
	<i>Biweekly</i>	\$995.20	\$1,044.80	\$1,096.80	\$1,152.00	\$1,210.40	\$1,272.00	\$1,336.80
	<i>Weekly</i>	\$497.60	\$522.40	\$548.40	\$576.00	\$605.20	\$636.00	\$668.40
	<i>Hourly</i>	\$12.440	\$13.060	\$13.710	\$14.400	\$15.130	\$15.900	\$16.710

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$27,165	\$28,538	\$29,952	\$31,470	\$33,072	\$34,736	\$36,504
	<i>Biweekly</i>	\$1,044.80	\$1,097.60	\$1,152.00	\$1,210.40	\$1,272.00	\$1,336.00	\$1,404.00
	<i>Weekly</i>	\$522.40	\$548.80	\$576.00	\$605.20	\$636.00	\$668.00	\$702.00
	<i>Hourly</i>	\$13.060	\$13.720	\$14.400	\$15.130	\$15.900	\$16.700	\$17.550
LM-09	<i>Annual</i>	\$28,558	\$29,973	\$31,470	\$33,072	\$34,736	\$36,504	\$38,355
	<i>Biweekly</i>	\$1,098.40	\$1,152.80	\$1,210.40	\$1,272.00	\$1,336.00	\$1,404.00	\$1,475.20
	<i>Weekly</i>	\$549.20	\$576.40	\$605.20	\$636.00	\$668.00	\$702.00	\$737.60
	<i>Hourly</i>	\$13.730	\$14.410	\$15.130	\$15.900	\$16.700	\$17.550	\$18.440
LM-10	<i>Annual</i>	\$29,994	\$31,491	\$33,072	\$34,736	\$36,504	\$38,355	\$40,290
	<i>Biweekly</i>	\$1,153.60	\$1,211.20	\$1,272.00	\$1,336.00	\$1,404.00	\$1,475.20	\$1,549.60
	<i>Weekly</i>	\$576.80	\$605.60	\$636.00	\$668.00	\$702.00	\$737.60	\$774.80
	<i>Hourly</i>	\$14.420	\$15.140	\$15.900	\$16.700	\$17.550	\$18.440	\$19.370
LM-11	<i>Annual</i>	\$31,512	\$33,093	\$34,736	\$36,504	\$38,355	\$40,290	\$42,328
	<i>Biweekly</i>	\$1,212.00	\$1,272.80	\$1,336.00	\$1,404.00	\$1,475.20	\$1,549.60	\$1,628.00
	<i>Weekly</i>	\$606.00	\$636.40	\$668.00	\$702.00	\$737.60	\$774.80	\$814.00
	<i>Hourly</i>	\$15.150	\$15.910	\$16.700	\$17.550	\$18.440	\$19.370	\$20.350
LM-12	<i>Annual</i>	\$33,114	\$34,757	\$36,504	\$38,355	\$40,290	\$42,328	\$44,470
	<i>Biweekly</i>	\$1,273.60	\$1,336.80	\$1,404.00	\$1,475.20	\$1,549.60	\$1,628.00	\$1,710.40
	<i>Weekly</i>	\$636.80	\$668.40	\$702.00	\$737.60	\$774.80	\$814.00	\$855.20
	<i>Hourly</i>	\$15.920	\$16.710	\$17.550	\$18.440	\$19.370	\$20.350	\$21.380

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **April 3, 2003** pay period: reflects a 1% increase to Step 5 only resulting in a 1% increase in pay for employees at Step 5

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**

Grade	Frequency	Training 1	Training 2	Step 1	Step 2	Step 3	Step 4	Step 5
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

- At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade
- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**3% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$19,822	\$20,800	\$21,840	\$22,942	\$24,107	\$25,314	\$26,603
	<i>Biweekly</i>	\$762.40	\$800.00	\$840.00	\$882.40	\$927.20	\$973.60	\$1,023.20
	<i>Weekly</i>	\$381.20	\$400.00	\$420.00	\$441.20	\$463.60	\$486.80	\$511.60
	<i>Hourly</i>	\$9.530	\$10.000	\$10.500	\$11.030	\$11.590	\$12.170	\$12.790
LM-02	<i>Annual</i>	\$20,821	\$21,861	\$22,942	\$24,107	\$25,314	\$26,603	\$27,955
	<i>Biweekly</i>	\$800.80	\$840.80	\$882.40	\$927.20	\$973.60	\$1,023.20	\$1,075.20
	<i>Weekly</i>	\$400.40	\$420.40	\$441.20	\$463.60	\$486.80	\$511.60	\$537.60
	<i>Hourly</i>	\$10.010	\$10.510	\$11.030	\$11.590	\$12.170	\$12.790	\$13.440
LM-03	<i>Annual</i>	\$21,882	\$22,963	\$24,107	\$25,314	\$26,603	\$27,955	\$29,370
	<i>Biweekly</i>	\$841.60	\$883.20	\$927.20	\$973.60	\$1,023.20	\$1,075.20	\$1,129.60
	<i>Weekly</i>	\$420.80	\$441.60	\$463.60	\$486.80	\$511.60	\$537.60	\$564.80
	<i>Hourly</i>	\$10.520	\$11.040	\$11.590	\$12.170	\$12.790	\$13.440	\$14.120
LM-04	<i>Annual</i>	\$22,963	\$24,128	\$25,314	\$26,603	\$27,955	\$29,370	\$30,867
	<i>Biweekly</i>	\$883.20	\$928.00	\$973.60	\$1,023.20	\$1,075.20	\$1,129.60	\$1,187.20
	<i>Weekly</i>	\$441.60	\$464.00	\$486.80	\$511.60	\$537.60	\$564.80	\$593.60
	<i>Hourly</i>	\$11.040	\$11.600	\$12.170	\$12.790	\$13.440	\$14.120	\$14.840
LM-05	<i>Annual</i>	\$24,149	\$25,334	\$26,603	\$27,955	\$29,370	\$30,846	\$32,427
	<i>Biweekly</i>	\$928.80	\$974.40	\$1,023.20	\$1,075.20	\$1,129.60	\$1,186.40	\$1,247.20
	<i>Weekly</i>	\$464.40	\$487.20	\$511.60	\$537.60	\$564.80	\$593.20	\$623.60
	<i>Hourly</i>	\$11.610	\$12.180	\$12.790	\$13.440	\$14.120	\$14.830	\$15.590
LM-06	<i>Annual</i>	\$25,376	\$26,624	\$27,955	\$29,370	\$30,846	\$32,406	\$34,070
	<i>Biweekly</i>	\$976.00	\$1,024.00	\$1,075.20	\$1,129.60	\$1,186.40	\$1,246.40	\$1,310.40
	<i>Weekly</i>	\$488.00	\$512.00	\$537.60	\$564.80	\$593.20	\$623.20	\$655.20
	<i>Hourly</i>	\$12.200	\$12.800	\$13.440	\$14.120	\$14.830	\$15.580	\$16.380
LM-07	<i>Annual</i>	\$26,645	\$27,976	\$29,370	\$30,846	\$32,406	\$34,070	\$35,797
	<i>Biweekly</i>	\$1,024.80	\$1,076.00	\$1,129.60	\$1,186.40	\$1,246.40	\$1,310.40	\$1,376.80
	<i>Weekly</i>	\$512.40	\$538.00	\$564.80	\$593.20	\$623.20	\$655.20	\$688.40
	<i>Hourly</i>	\$12.810	\$13.450	\$14.120	\$14.830	\$15.580	\$16.380	\$17.210

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**3% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$27,976	\$29,390	\$30,846	\$32,406	\$34,070	\$35,776	\$37,606
	<i>Biweekly</i>	\$1,076.00	\$1,130.40	\$1,186.40	\$1,246.40	\$1,310.40	\$1,376.00	\$1,446.40
	<i>Weekly</i>	\$538.00	\$565.20	\$593.20	\$623.20	\$655.20	\$688.00	\$723.20
	<i>Hourly</i>	\$13.450	\$14.130	\$14.830	\$15.580	\$16.380	\$17.200	\$18.080
LM-09	<i>Annual</i>	\$29,411	\$30,867	\$32,406	\$34,070	\$35,776	\$37,606	\$39,499
	<i>Biweekly</i>	\$1,131.20	\$1,187.20	\$1,246.40	\$1,310.40	\$1,376.00	\$1,446.40	\$1,519.20
	<i>Weekly</i>	\$565.60	\$593.60	\$623.20	\$655.20	\$688.00	\$723.20	\$759.60
	<i>Hourly</i>	\$14.140	\$14.840	\$15.580	\$16.380	\$17.200	\$18.080	\$18.990
LM-10	<i>Annual</i>	\$30,888	\$32,427	\$34,070	\$35,776	\$37,606	\$39,499	\$41,496
	<i>Biweekly</i>	\$1,188.00	\$1,247.20	\$1,310.40	\$1,376.00	\$1,446.40	\$1,519.20	\$1,596.00
	<i>Weekly</i>	\$594.00	\$623.60	\$655.20	\$688.00	\$723.20	\$759.60	\$798.00
	<i>Hourly</i>	\$14.850	\$15.590	\$16.380	\$17.200	\$18.080	\$18.990	\$19.950
LM-11	<i>Annual</i>	\$32,448	\$34,091	\$35,776	\$37,606	\$39,499	\$41,496	\$43,597
	<i>Biweekly</i>	\$1,248.00	\$1,311.20	\$1,376.00	\$1,446.40	\$1,519.20	\$1,596.00	\$1,676.80
	<i>Weekly</i>	\$624.00	\$655.60	\$688.00	\$723.20	\$759.60	\$798.00	\$838.40
	<i>Hourly</i>	\$15.600	\$16.390	\$17.200	\$18.080	\$18.990	\$19.950	\$20.960
LM-12	<i>Annual</i>	\$34,112	\$35,797	\$37,606	\$39,499	\$41,496	\$43,597	\$45,802
	<i>Biweekly</i>	\$1,312.00	\$1,376.80	\$1,446.40	\$1,519.20	\$1,596.00	\$1,676.80	\$1,761.60
	<i>Weekly</i>	\$656.00	\$688.40	\$723.20	\$759.60	\$798.00	\$838.40	\$880.80
	<i>Hourly</i>	\$16.400	\$17.210	\$18.080	\$18.990	\$19.950	\$20.960	\$22.020

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **April 3, 2003** pay period: reflects a 1% increase to Step 5 only resulting in a 1% increase in pay for employees at Step 5

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**3% Longevity**

Grade	Frequency	Training 1	Training 2	Step 1	Step 2	Step 3	Step 4	Step 5
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

- At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade
- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

- Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**5% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$20,197	\$21,216	\$22,256	\$23,400	\$24,565	\$25,813	\$27,123
	<i>Biweekly</i>	\$776.80	\$816.00	\$856.00	\$900.00	\$944.80	\$992.80	\$1,043.20
	<i>Weekly</i>	\$388.40	\$408.00	\$428.00	\$450.00	\$472.40	\$496.40	\$521.60
	<i>Hourly</i>	\$9.710	\$10.200	\$10.700	\$11.250	\$11.810	\$12.410	\$13.040
LM-02	<i>Annual</i>	\$21,237	\$22,277	\$23,400	\$24,565	\$25,813	\$27,123	\$28,496
	<i>Biweekly</i>	\$816.80	\$856.80	\$900.00	\$944.80	\$992.80	\$1,043.20	\$1,096.00
	<i>Weekly</i>	\$408.40	\$428.40	\$450.00	\$472.40	\$496.40	\$521.60	\$548.00
	<i>Hourly</i>	\$10.210	\$10.710	\$11.250	\$11.810	\$12.410	\$13.040	\$13.700
LM-03	<i>Annual</i>	\$22,298	\$23,421	\$24,565	\$25,813	\$27,123	\$28,496	\$29,952
	<i>Biweekly</i>	\$857.60	\$900.80	\$944.80	\$992.80	\$1,043.20	\$1,096.00	\$1,152.00
	<i>Weekly</i>	\$428.80	\$450.40	\$472.40	\$496.40	\$521.60	\$548.00	\$576.00
	<i>Hourly</i>	\$10.720	\$11.260	\$11.810	\$12.410	\$13.040	\$13.700	\$14.400
LM-04	<i>Annual</i>	\$23,421	\$24,586	\$25,813	\$27,123	\$28,496	\$29,952	\$31,470
	<i>Biweekly</i>	\$900.80	\$945.60	\$992.80	\$1,043.20	\$1,096.00	\$1,152.00	\$1,210.40
	<i>Weekly</i>	\$450.40	\$472.80	\$496.40	\$521.60	\$548.00	\$576.00	\$605.20
	<i>Hourly</i>	\$11.260	\$11.820	\$12.410	\$13.040	\$13.700	\$14.400	\$15.130
LM-05	<i>Annual</i>	\$24,606	\$25,834	\$27,123	\$28,496	\$29,952	\$31,450	\$33,072
	<i>Biweekly</i>	\$946.40	\$993.60	\$1,043.20	\$1,096.00	\$1,152.00	\$1,209.60	\$1,272.00
	<i>Weekly</i>	\$473.20	\$496.80	\$521.60	\$548.00	\$576.00	\$604.80	\$636.00
	<i>Hourly</i>	\$11.830	\$12.420	\$13.040	\$13.700	\$14.400	\$15.120	\$15.900
LM-06	<i>Annual</i>	\$25,854	\$27,144	\$28,496	\$29,952	\$31,450	\$33,051	\$34,736
	<i>Biweekly</i>	\$994.40	\$1,044.00	\$1,096.00	\$1,152.00	\$1,209.60	\$1,271.20	\$1,336.00
	<i>Weekly</i>	\$497.20	\$522.00	\$548.00	\$576.00	\$604.80	\$635.60	\$668.00
	<i>Hourly</i>	\$12.430	\$13.050	\$13.700	\$14.400	\$15.120	\$15.890	\$16.700
LM-07	<i>Annual</i>	\$27,165	\$28,517	\$29,952	\$31,450	\$33,051	\$34,736	\$36,504
	<i>Biweekly</i>	\$1,044.80	\$1,096.80	\$1,152.00	\$1,209.60	\$1,271.20	\$1,336.00	\$1,404.00
	<i>Weekly</i>	\$522.40	\$548.40	\$576.00	\$604.80	\$635.60	\$668.00	\$702.00
	<i>Hourly</i>	\$13.060	\$13.710	\$14.400	\$15.120	\$15.890	\$16.700	\$17.550

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**5% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$28,517	\$29,973	\$31,450	\$33,051	\$34,736	\$36,483	\$38,334
	<i>Biweekly</i>	\$1,096.80	\$1,152.80	\$1,209.60	\$1,271.20	\$1,336.00	\$1,403.20	\$1,474.40
	<i>Weekly</i>	\$548.40	\$576.40	\$604.80	\$635.60	\$668.00	\$701.60	\$737.20
	<i>Hourly</i>	\$13.710	\$14.410	\$15.120	\$15.890	\$16.700	\$17.540	\$18.430
LM-09	<i>Annual</i>	\$29,994	\$31,470	\$33,051	\$34,736	\$36,483	\$38,334	\$40,269
	<i>Biweekly</i>	\$1,153.60	\$1,210.40	\$1,271.20	\$1,336.00	\$1,403.20	\$1,474.40	\$1,548.80
	<i>Weekly</i>	\$576.80	\$605.20	\$635.60	\$668.00	\$701.60	\$737.20	\$774.40
	<i>Hourly</i>	\$14.420	\$15.130	\$15.890	\$16.700	\$17.540	\$18.430	\$19.360
LM-10	<i>Annual</i>	\$31,491	\$33,072	\$34,736	\$36,483	\$38,334	\$40,269	\$42,307
	<i>Biweekly</i>	\$1,211.20	\$1,272.00	\$1,336.00	\$1,403.20	\$1,474.40	\$1,548.80	\$1,627.20
	<i>Weekly</i>	\$605.60	\$636.00	\$668.00	\$701.60	\$737.20	\$774.40	\$813.60
	<i>Hourly</i>	\$15.140	\$15.900	\$16.700	\$17.540	\$18.430	\$19.360	\$20.340
LM-11	<i>Annual</i>	\$33,093	\$34,757	\$36,483	\$38,334	\$40,269	\$42,307	\$44,450
	<i>Biweekly</i>	\$1,272.80	\$1,336.80	\$1,403.20	\$1,474.40	\$1,548.80	\$1,627.20	\$1,709.60
	<i>Weekly</i>	\$636.40	\$668.40	\$701.60	\$737.20	\$774.40	\$813.60	\$854.80
	<i>Hourly</i>	\$15.910	\$16.710	\$17.540	\$18.430	\$19.360	\$20.340	\$21.370
LM-12	<i>Annual</i>	\$34,778	\$36,504	\$38,334	\$40,269	\$42,307	\$44,450	\$46,696
	<i>Biweekly</i>	\$1,337.60	\$1,404.00	\$1,474.40	\$1,548.80	\$1,627.20	\$1,709.60	\$1,796.00
	<i>Weekly</i>	\$668.80	\$702.00	\$737.20	\$774.40	\$813.60	\$854.80	\$898.00
	<i>Hourly</i>	\$16.720	\$17.550	\$18.430	\$19.360	\$20.340	\$21.370	\$22.450

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **April 3, 2003** pay period: reflects a 1% increase to Step 5 only resulting in a 1% increase in pay for employees at Step 5

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**5% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

- At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade
- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**6% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$20,405	\$21,403	\$22,464	\$23,608	\$24,814	\$26,062	\$27,394
	<i>Biweekly</i>	\$784.80	\$823.20	\$864.00	\$908.00	\$954.40	\$1,002.40	\$1,053.60
	<i>Weekly</i>	\$392.40	\$411.60	\$432.00	\$454.00	\$477.20	\$501.20	\$526.80
	<i>Hourly</i>	\$9.810	\$10.290	\$10.800	\$11.350	\$11.930	\$12.530	\$13.170
LM-02	<i>Annual</i>	\$21,424	\$22,485	\$23,608	\$24,814	\$26,062	\$27,394	\$28,766
	<i>Biweekly</i>	\$824.00	\$864.80	\$908.00	\$954.40	\$1,002.40	\$1,053.60	\$1,106.40
	<i>Weekly</i>	\$412.00	\$432.40	\$454.00	\$477.20	\$501.20	\$526.80	\$553.20
	<i>Hourly</i>	\$10.300	\$10.810	\$11.350	\$11.930	\$12.530	\$13.170	\$13.830
LM-03	<i>Annual</i>	\$22,506	\$23,629	\$24,814	\$26,062	\$27,394	\$28,766	\$30,222
	<i>Biweekly</i>	\$865.60	\$908.80	\$954.40	\$1,002.40	\$1,053.60	\$1,106.40	\$1,162.40
	<i>Weekly</i>	\$432.80	\$454.40	\$477.20	\$501.20	\$526.80	\$553.20	\$581.20
	<i>Hourly</i>	\$10.820	\$11.360	\$11.930	\$12.530	\$13.170	\$13.830	\$14.530
LM-04	<i>Annual</i>	\$23,629	\$24,835	\$26,062	\$27,394	\$28,766	\$30,222	\$31,762
	<i>Biweekly</i>	\$908.80	\$955.20	\$1,002.40	\$1,053.60	\$1,106.40	\$1,162.40	\$1,221.60
	<i>Weekly</i>	\$454.40	\$477.60	\$501.20	\$526.80	\$553.20	\$581.20	\$610.80
	<i>Hourly</i>	\$11.360	\$11.940	\$12.530	\$13.170	\$13.830	\$14.530	\$15.270
LM-05	<i>Annual</i>	\$24,856	\$26,083	\$27,394	\$28,766	\$30,222	\$31,741	\$33,384
	<i>Biweekly</i>	\$956.00	\$1,003.20	\$1,053.60	\$1,106.40	\$1,162.40	\$1,220.80	\$1,284.00
	<i>Weekly</i>	\$478.00	\$501.60	\$526.80	\$553.20	\$581.20	\$610.40	\$642.00
	<i>Hourly</i>	\$11.950	\$12.540	\$13.170	\$13.830	\$14.530	\$15.260	\$16.050
LM-06	<i>Annual</i>	\$26,104	\$27,414	\$28,766	\$30,222	\$31,741	\$33,363	\$35,048
	<i>Biweekly</i>	\$1,004.00	\$1,054.40	\$1,106.40	\$1,162.40	\$1,220.80	\$1,283.20	\$1,348.00
	<i>Weekly</i>	\$502.00	\$527.20	\$553.20	\$581.20	\$610.40	\$641.60	\$674.00
	<i>Hourly</i>	\$12.550	\$13.180	\$13.830	\$14.530	\$15.260	\$16.040	\$16.850
LM-07	<i>Annual</i>	\$27,435	\$28,787	\$30,222	\$31,741	\$33,363	\$35,048	\$36,837
	<i>Biweekly</i>	\$1,055.20	\$1,107.20	\$1,162.40	\$1,220.80	\$1,283.20	\$1,348.00	\$1,416.80
	<i>Weekly</i>	\$527.60	\$553.60	\$581.20	\$610.40	\$641.60	\$674.00	\$708.40
	<i>Hourly</i>	\$13.190	\$13.840	\$14.530	\$15.260	\$16.040	\$16.850	\$17.710

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**6% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$28,787	\$30,243	\$31,741	\$33,363	\$35,048	\$36,816	\$38,688
	<i>Biweekly</i>	\$1,107.20	\$1,163.20	\$1,220.80	\$1,283.20	\$1,348.00	\$1,416.00	\$1,488.00
	<i>Weekly</i>	\$553.60	\$581.60	\$610.40	\$641.60	\$674.00	\$708.00	\$744.00
	<i>Hourly</i>	\$13.840	\$14.540	\$15.260	\$16.040	\$16.850	\$17.700	\$18.600
LM-09	<i>Annual</i>	\$30,264	\$31,762	\$33,363	\$35,048	\$36,816	\$38,688	\$40,664
	<i>Biweekly</i>	\$1,164.00	\$1,221.60	\$1,283.20	\$1,348.00	\$1,416.00	\$1,488.00	\$1,564.00
	<i>Weekly</i>	\$582.00	\$610.80	\$641.60	\$674.00	\$708.00	\$744.00	\$782.00
	<i>Hourly</i>	\$14.550	\$15.270	\$16.040	\$16.850	\$17.700	\$18.600	\$19.550
LM-10	<i>Annual</i>	\$31,803	\$33,384	\$35,048	\$36,816	\$38,688	\$40,664	\$42,702
	<i>Biweekly</i>	\$1,223.20	\$1,284.00	\$1,348.00	\$1,416.00	\$1,488.00	\$1,564.00	\$1,642.40
	<i>Weekly</i>	\$611.60	\$642.00	\$674.00	\$708.00	\$744.00	\$782.00	\$821.20
	<i>Hourly</i>	\$15.290	\$16.050	\$16.850	\$17.700	\$18.600	\$19.550	\$20.530
LM-11	<i>Annual</i>	\$33,405	\$35,069	\$36,816	\$38,688	\$40,664	\$42,702	\$44,866
	<i>Biweekly</i>	\$1,284.80	\$1,348.80	\$1,416.00	\$1,488.00	\$1,564.00	\$1,642.40	\$1,725.60
	<i>Weekly</i>	\$642.40	\$674.40	\$708.00	\$744.00	\$782.00	\$821.20	\$862.80
	<i>Hourly</i>	\$16.060	\$16.860	\$17.700	\$18.600	\$19.550	\$20.530	\$21.570
LM-12	<i>Annual</i>	\$35,110	\$36,837	\$38,688	\$40,664	\$42,702	\$44,866	\$47,133
	<i>Biweekly</i>	\$1,350.40	\$1,416.80	\$1,488.00	\$1,564.00	\$1,642.40	\$1,725.60	\$1,812.80
	<i>Weekly</i>	\$675.20	\$708.40	\$744.00	\$782.00	\$821.20	\$862.80	\$906.40
	<i>Hourly</i>	\$16.880	\$17.710	\$18.600	\$19.550	\$20.530	\$21.570	\$22.660

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **April 3, 2003** pay period: reflects a 1% increase to Step 5 only resulting in a 1% increase in pay for employees at Step 5

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**6% Longevity**

Grade	Frequency	Training 1	Training 2	Step 1	Step 2	Step 3	Step 4	Step 5
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

- At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade
- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**8% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$20,779	\$21,819	\$22,901	\$24,066	\$25,272	\$26,562	\$27,893
	<i>Biweekly</i>	\$799.20	\$839.20	\$880.80	\$925.60	\$972.00	\$1,021.60	\$1,072.80
	<i>Weekly</i>	\$399.60	\$419.60	\$440.40	\$462.80	\$486.00	\$510.80	\$536.40
	<i>Hourly</i>	\$9.990	\$10.490	\$11.010	\$11.570	\$12.150	\$12.770	\$13.410
LM-02	<i>Annual</i>	\$21,840	\$22,922	\$24,066	\$25,272	\$26,562	\$27,893	\$29,307
	<i>Biweekly</i>	\$840.00	\$881.60	\$925.60	\$972.00	\$1,021.60	\$1,072.80	\$1,127.20
	<i>Weekly</i>	\$420.00	\$440.80	\$462.80	\$486.00	\$510.80	\$536.40	\$563.60
	<i>Hourly</i>	\$10.500	\$11.020	\$11.570	\$12.150	\$12.770	\$13.410	\$14.090
LM-03	<i>Annual</i>	\$22,942	\$24,086	\$25,272	\$26,562	\$27,893	\$29,307	\$30,805
	<i>Biweekly</i>	\$882.40	\$926.40	\$972.00	\$1,021.60	\$1,072.80	\$1,127.20	\$1,184.80
	<i>Weekly</i>	\$441.20	\$463.20	\$486.00	\$510.80	\$536.40	\$563.60	\$592.40
	<i>Hourly</i>	\$11.030	\$11.580	\$12.150	\$12.770	\$13.410	\$14.090	\$14.810
LM-04	<i>Annual</i>	\$24,086	\$25,293	\$26,562	\$27,893	\$29,307	\$30,805	\$32,365
	<i>Biweekly</i>	\$926.40	\$972.80	\$1,021.60	\$1,072.80	\$1,127.20	\$1,184.80	\$1,244.80
	<i>Weekly</i>	\$463.20	\$486.40	\$510.80	\$536.40	\$563.60	\$592.40	\$622.40
	<i>Hourly</i>	\$11.580	\$12.160	\$12.770	\$13.410	\$14.090	\$14.810	\$15.560
LM-05	<i>Annual</i>	\$25,314	\$26,582	\$27,893	\$29,307	\$30,805	\$32,344	\$34,008
	<i>Biweekly</i>	\$973.60	\$1,022.40	\$1,072.80	\$1,127.20	\$1,184.80	\$1,244.00	\$1,308.00
	<i>Weekly</i>	\$486.80	\$511.20	\$536.40	\$563.60	\$592.40	\$622.00	\$654.00
	<i>Hourly</i>	\$12.170	\$12.780	\$13.410	\$14.090	\$14.810	\$15.550	\$16.350
LM-06	<i>Annual</i>	\$26,603	\$27,914	\$29,307	\$30,805	\$32,344	\$33,987	\$35,714
	<i>Biweekly</i>	\$1,023.20	\$1,073.60	\$1,127.20	\$1,184.80	\$1,244.00	\$1,307.20	\$1,373.60
	<i>Weekly</i>	\$511.60	\$536.80	\$563.60	\$592.40	\$622.00	\$653.60	\$686.80
	<i>Hourly</i>	\$12.790	\$13.420	\$14.090	\$14.810	\$15.550	\$16.340	\$17.170
LM-07	<i>Annual</i>	\$27,955	\$29,328	\$30,805	\$32,344	\$33,987	\$35,714	\$37,544
	<i>Biweekly</i>	\$1,075.20	\$1,128.00	\$1,184.80	\$1,244.00	\$1,307.20	\$1,373.60	\$1,444.00
	<i>Weekly</i>	\$537.60	\$564.00	\$592.40	\$622.00	\$653.60	\$686.80	\$722.00
	<i>Hourly</i>	\$13.440	\$14.100	\$14.810	\$15.550	\$16.340	\$17.170	\$18.050

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**8% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$29,328	\$30,826	\$32,344	\$33,987	\$35,714	\$37,523	\$39,416
	<i>Biweekly</i>	\$1,128.00	\$1,185.60	\$1,244.00	\$1,307.20	\$1,373.60	\$1,443.20	\$1,516.00
	<i>Weekly</i>	\$564.00	\$592.80	\$622.00	\$653.60	\$686.80	\$721.60	\$758.00
	<i>Hourly</i>	\$14.100	\$14.820	\$15.550	\$16.340	\$17.170	\$18.040	\$18.950
LM-09	<i>Annual</i>	\$30,846	\$32,365	\$33,987	\$35,714	\$37,523	\$39,416	\$41,434
	<i>Biweekly</i>	\$1,186.40	\$1,244.80	\$1,307.20	\$1,373.60	\$1,443.20	\$1,516.00	\$1,593.60
	<i>Weekly</i>	\$593.20	\$622.40	\$653.60	\$686.80	\$721.60	\$758.00	\$796.80
	<i>Hourly</i>	\$14.830	\$15.560	\$16.340	\$17.170	\$18.040	\$18.950	\$19.920
LM-10	<i>Annual</i>	\$32,386	\$34,008	\$35,714	\$37,523	\$39,416	\$41,434	\$43,514
	<i>Biweekly</i>	\$1,245.60	\$1,308.00	\$1,373.60	\$1,443.20	\$1,516.00	\$1,593.60	\$1,673.60
	<i>Weekly</i>	\$622.80	\$654.00	\$686.80	\$721.60	\$758.00	\$796.80	\$836.80
	<i>Hourly</i>	\$15.570	\$16.350	\$17.170	\$18.040	\$18.950	\$19.920	\$20.920
LM-11	<i>Annual</i>	\$34,029	\$35,734	\$37,523	\$39,416	\$41,434	\$43,514	\$45,718
	<i>Biweekly</i>	\$1,308.80	\$1,374.40	\$1,443.20	\$1,516.00	\$1,593.60	\$1,673.60	\$1,758.40
	<i>Weekly</i>	\$654.40	\$687.20	\$721.60	\$758.00	\$796.80	\$836.80	\$879.20
	<i>Hourly</i>	\$16.360	\$17.180	\$18.040	\$18.950	\$19.920	\$20.920	\$21.980
LM-12	<i>Annual</i>	\$35,755	\$37,544	\$39,416	\$41,434	\$43,514	\$45,718	\$48,027
	<i>Biweekly</i>	\$1,375.20	\$1,444.00	\$1,516.00	\$1,593.60	\$1,673.60	\$1,758.40	\$1,847.20
	<i>Weekly</i>	\$687.60	\$722.00	\$758.00	\$796.80	\$836.80	\$879.20	\$923.60
	<i>Hourly</i>	\$17.190	\$18.050	\$18.950	\$19.920	\$20.920	\$21.980	\$23.090

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **April 3, 2003** pay period: reflects a 1% increase to Step 5 only resulting in a 1% increase in pay for employees at Step 5

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**8% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

- At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade
- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

- At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade
- At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**10% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$21,174	\$22,214	\$23,317	\$24,502	\$25,750	\$27,040	\$28,413
	<i>Biweekly</i>	\$814.40	\$854.40	\$896.80	\$942.40	\$990.40	\$1,040.00	\$1,092.80
	<i>Weekly</i>	\$407.20	\$427.20	\$448.40	\$471.20	\$495.20	\$520.00	\$546.40
	<i>Hourly</i>	\$10.180	\$10.680	\$11.210	\$11.780	\$12.380	\$13.000	\$13.660
LM-02	<i>Annual</i>	\$22,235	\$23,338	\$24,502	\$25,750	\$27,040	\$28,413	\$29,869
	<i>Biweekly</i>	\$855.20	\$897.60	\$942.40	\$990.40	\$1,040.00	\$1,092.80	\$1,148.80
	<i>Weekly</i>	\$427.60	\$448.80	\$471.20	\$495.20	\$520.00	\$546.40	\$574.40
	<i>Hourly</i>	\$10.690	\$11.220	\$11.780	\$12.380	\$13.000	\$13.660	\$14.360
LM-03	<i>Annual</i>	\$23,358	\$24,523	\$25,750	\$27,040	\$28,413	\$29,869	\$31,366
	<i>Biweekly</i>	\$898.40	\$943.20	\$990.40	\$1,040.00	\$1,092.80	\$1,148.80	\$1,206.40
	<i>Weekly</i>	\$449.20	\$471.60	\$495.20	\$520.00	\$546.40	\$574.40	\$603.20
	<i>Hourly</i>	\$11.230	\$11.790	\$12.380	\$13.000	\$13.660	\$14.360	\$15.080
LM-04	<i>Annual</i>	\$24,523	\$25,771	\$27,040	\$28,413	\$29,869	\$31,366	\$32,968
	<i>Biweekly</i>	\$943.20	\$991.20	\$1,040.00	\$1,092.80	\$1,148.80	\$1,206.40	\$1,268.00
	<i>Weekly</i>	\$471.60	\$495.60	\$520.00	\$546.40	\$574.40	\$603.20	\$634.00
	<i>Hourly</i>	\$11.790	\$12.390	\$13.000	\$13.660	\$14.360	\$15.080	\$15.850
LM-05	<i>Annual</i>	\$25,792	\$27,061	\$28,413	\$29,869	\$31,366	\$32,947	\$34,632
	<i>Biweekly</i>	\$992.00	\$1,040.80	\$1,092.80	\$1,148.80	\$1,206.40	\$1,267.20	\$1,332.00
	<i>Weekly</i>	\$496.00	\$520.40	\$546.40	\$574.40	\$603.20	\$633.60	\$666.00
	<i>Hourly</i>	\$12.400	\$13.010	\$13.660	\$14.360	\$15.080	\$15.840	\$16.650
LM-06	<i>Annual</i>	\$27,082	\$28,434	\$29,869	\$31,366	\$32,947	\$34,611	\$36,379
	<i>Biweekly</i>	\$1,041.60	\$1,093.60	\$1,148.80	\$1,206.40	\$1,267.20	\$1,331.20	\$1,399.20
	<i>Weekly</i>	\$520.80	\$546.80	\$574.40	\$603.20	\$633.60	\$665.60	\$699.60
	<i>Hourly</i>	\$13.020	\$13.670	\$14.360	\$15.080	\$15.840	\$16.640	\$17.490
LM-07	<i>Annual</i>	\$28,454	\$29,890	\$31,366	\$32,947	\$34,611	\$36,379	\$38,230
	<i>Biweekly</i>	\$1,094.40	\$1,149.60	\$1,206.40	\$1,267.20	\$1,331.20	\$1,399.20	\$1,470.40
	<i>Weekly</i>	\$547.20	\$574.80	\$603.20	\$633.60	\$665.60	\$699.60	\$735.20
	<i>Hourly</i>	\$13.680	\$14.370	\$15.080	\$15.840	\$16.640	\$17.490	\$18.380

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**10% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$29,890	\$31,387	\$32,947	\$34,611	\$36,379	\$38,210	\$40,165
	<i>Biweekly</i>	\$1,149.60	\$1,207.20	\$1,267.20	\$1,331.20	\$1,399.20	\$1,469.60	\$1,544.80
	<i>Weekly</i>	\$574.80	\$603.60	\$633.60	\$665.60	\$699.60	\$734.80	\$772.40
	<i>Hourly</i>	\$14.370	\$15.090	\$15.840	\$16.640	\$17.490	\$18.370	\$19.310
LM-09	<i>Annual</i>	\$31,408	\$32,968	\$34,611	\$36,379	\$38,210	\$40,165	\$42,182
	<i>Biweekly</i>	\$1,208.00	\$1,268.00	\$1,331.20	\$1,399.20	\$1,469.60	\$1,544.80	\$1,622.40
	<i>Weekly</i>	\$604.00	\$634.00	\$665.60	\$699.60	\$734.80	\$772.40	\$811.20
	<i>Hourly</i>	\$15.100	\$15.850	\$16.640	\$17.490	\$18.370	\$19.310	\$20.280
LM-10	<i>Annual</i>	\$32,989	\$34,632	\$36,379	\$38,210	\$40,165	\$42,182	\$44,325
	<i>Biweekly</i>	\$1,268.80	\$1,332.00	\$1,399.20	\$1,469.60	\$1,544.80	\$1,622.40	\$1,704.80
	<i>Weekly</i>	\$634.40	\$666.00	\$699.60	\$734.80	\$772.40	\$811.20	\$852.40
	<i>Hourly</i>	\$15.860	\$16.650	\$17.490	\$18.370	\$19.310	\$20.280	\$21.310
LM-11	<i>Annual</i>	\$34,674	\$36,400	\$38,210	\$40,165	\$42,182	\$44,325	\$46,571
	<i>Biweekly</i>	\$1,333.60	\$1,400.00	\$1,469.60	\$1,544.80	\$1,622.40	\$1,704.80	\$1,791.20
	<i>Weekly</i>	\$666.80	\$700.00	\$734.80	\$772.40	\$811.20	\$852.40	\$895.60
	<i>Hourly</i>	\$16.670	\$17.500	\$18.370	\$19.310	\$20.280	\$21.310	\$22.390
LM-12	<i>Annual</i>	\$36,421	\$38,230	\$40,165	\$42,182	\$44,325	\$46,571	\$48,922
	<i>Biweekly</i>	\$1,400.80	\$1,470.40	\$1,544.80	\$1,622.40	\$1,704.80	\$1,791.20	\$1,881.60
	<i>Weekly</i>	\$700.40	\$735.20	\$772.40	\$811.20	\$852.40	\$895.60	\$940.80
	<i>Hourly</i>	\$17.510	\$18.380	\$19.310	\$20.280	\$21.310	\$22.390	\$23.520

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **April 3, 2003** pay period: reflects a 1% increase to Step 5 only resulting in a 1% increase in pay for employees at Step 5

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**10% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade  
 At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade  
 At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade  
 At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**15% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-01	<i>Annual</i>	\$22,131	\$23,234	\$24,378	\$25,626	\$26,915	\$28,267	\$29,702
	<i>Biweekly</i>	\$851.20	\$893.60	\$937.60	\$985.60	\$1,035.20	\$1,087.20	\$1,142.40
	<i>Weekly</i>	\$425.60	\$446.80	\$468.80	\$492.80	\$517.60	\$543.60	\$571.20
	<i>Hourly</i>	\$10.640	\$11.170	\$11.720	\$12.320	\$12.940	\$13.590	\$14.280
LM-02	<i>Annual</i>	\$23,254	\$24,398	\$25,626	\$26,915	\$28,267	\$29,702	\$31,221
	<i>Biweekly</i>	\$894.40	\$938.40	\$985.60	\$1,035.20	\$1,087.20	\$1,142.40	\$1,200.80
	<i>Weekly</i>	\$447.20	\$469.20	\$492.80	\$517.60	\$543.60	\$571.20	\$600.40
	<i>Hourly</i>	\$11.180	\$11.730	\$12.320	\$12.940	\$13.590	\$14.280	\$15.010
LM-03	<i>Annual</i>	\$24,419	\$25,646	\$26,915	\$28,267	\$29,702	\$31,221	\$32,802
	<i>Biweekly</i>	\$939.20	\$986.40	\$1,035.20	\$1,087.20	\$1,142.40	\$1,200.80	\$1,261.60
	<i>Weekly</i>	\$469.60	\$493.20	\$517.60	\$543.60	\$571.20	\$600.40	\$630.80
	<i>Hourly</i>	\$11.740	\$12.330	\$12.940	\$13.590	\$14.280	\$15.010	\$15.770
LM-04	<i>Annual</i>	\$25,646	\$26,936	\$28,267	\$29,702	\$31,221	\$32,802	\$34,466
	<i>Biweekly</i>	\$986.40	\$1,036.00	\$1,087.20	\$1,142.40	\$1,200.80	\$1,261.60	\$1,325.60
	<i>Weekly</i>	\$493.20	\$518.00	\$543.60	\$571.20	\$600.40	\$630.80	\$662.80
	<i>Hourly</i>	\$12.330	\$12.950	\$13.590	\$14.280	\$15.010	\$15.770	\$16.570
LM-05	<i>Annual</i>	\$26,957	\$28,288	\$29,702	\$31,221	\$32,802	\$34,445	\$36,213
	<i>Biweekly</i>	\$1,036.80	\$1,088.00	\$1,142.40	\$1,200.80	\$1,261.60	\$1,324.80	\$1,392.80
	<i>Weekly</i>	\$518.40	\$544.00	\$571.20	\$600.40	\$630.80	\$662.40	\$696.40
	<i>Hourly</i>	\$12.960	\$13.600	\$14.280	\$15.010	\$15.770	\$16.560	\$17.410
LM-06	<i>Annual</i>	\$28,330	\$29,723	\$31,221	\$32,802	\$34,445	\$36,192	\$38,043
	<i>Biweekly</i>	\$1,089.60	\$1,143.20	\$1,200.80	\$1,261.60	\$1,324.80	\$1,392.00	\$1,463.20
	<i>Weekly</i>	\$544.80	\$571.60	\$600.40	\$630.80	\$662.40	\$696.00	\$731.60
	<i>Hourly</i>	\$13.620	\$14.290	\$15.010	\$15.770	\$16.560	\$17.400	\$18.290
LM-07	<i>Annual</i>	\$29,765	\$31,242	\$32,802	\$34,445	\$36,192	\$38,043	\$39,978
	<i>Biweekly</i>	\$1,144.80	\$1,201.60	\$1,261.60	\$1,324.80	\$1,392.00	\$1,463.20	\$1,537.60
	<i>Weekly</i>	\$572.40	\$600.80	\$630.80	\$662.40	\$696.00	\$731.60	\$768.80
	<i>Hourly</i>	\$14.310	\$15.020	\$15.770	\$16.560	\$17.400	\$18.290	\$19.220

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**15% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
LM-08	<i>Annual</i>	\$31,242	\$32,822	\$34,445	\$36,192	\$38,043	\$39,957	\$41,974
	<i>Biweekly</i>	\$1,201.60	\$1,262.40	\$1,324.80	\$1,392.00	\$1,463.20	\$1,536.80	\$1,614.40
	<i>Weekly</i>	\$600.80	\$631.20	\$662.40	\$696.00	\$731.60	\$768.40	\$807.20
	<i>Hourly</i>	\$15.020	\$15.780	\$16.560	\$17.400	\$18.290	\$19.210	\$20.180
LM-09	<i>Annual</i>	\$32,843	\$34,466	\$36,192	\$38,043	\$39,957	\$41,974	\$44,117
	<i>Biweekly</i>	\$1,263.20	\$1,325.60	\$1,392.00	\$1,463.20	\$1,536.80	\$1,614.40	\$1,696.80
	<i>Weekly</i>	\$631.60	\$662.80	\$696.00	\$731.60	\$768.40	\$807.20	\$848.40
	<i>Hourly</i>	\$15.790	\$16.570	\$17.400	\$18.290	\$19.210	\$20.180	\$21.210
LM-10	<i>Annual</i>	\$34,486	\$36,213	\$38,043	\$39,957	\$41,974	\$44,117	\$46,342
	<i>Biweekly</i>	\$1,326.40	\$1,392.80	\$1,463.20	\$1,536.80	\$1,614.40	\$1,696.80	\$1,782.40
	<i>Weekly</i>	\$663.20	\$696.40	\$731.60	\$768.40	\$807.20	\$848.40	\$891.20
	<i>Hourly</i>	\$16.580	\$17.410	\$18.290	\$19.210	\$20.180	\$21.210	\$22.280
LM-11	<i>Annual</i>	\$36,234	\$38,064	\$39,957	\$41,974	\$44,117	\$46,342	\$48,672
	<i>Biweekly</i>	\$1,393.60	\$1,464.00	\$1,536.80	\$1,614.40	\$1,696.80	\$1,782.40	\$1,872.00
	<i>Weekly</i>	\$696.80	\$732.00	\$768.40	\$807.20	\$848.40	\$891.20	\$936.00
	<i>Hourly</i>	\$17.420	\$18.300	\$19.210	\$20.180	\$21.210	\$22.280	\$23.400
LM-12	<i>Annual</i>	\$38,085	\$39,978	\$41,974	\$44,117	\$46,342	\$48,672	\$51,147
	<i>Biweekly</i>	\$1,464.80	\$1,537.60	\$1,614.40	\$1,696.80	\$1,782.40	\$1,872.00	\$1,967.20
	<i>Weekly</i>	\$732.40	\$768.80	\$807.20	\$848.40	\$891.20	\$936.00	\$983.60
	<i>Hourly</i>	\$18.310	\$19.220	\$20.180	\$21.210	\$22.280	\$23.400	\$24.590

**NOTES:**

These pay schedules apply to all employees covered by AFSCME Local 582 collective bargaining agreement

Pay scale implemented effective with **April 3, 2003** pay period: reflects a 1% increase to Step 5 only resulting in a 1% increase in pay for employees at Step 5

An employee hired at T1 may advance to T2 upon satisfactory completion of employee's probationary period (normally 6 months) and may advance from T2 to Step 1 upon satisfactory completion of six months in T2

**FY2003 LABOR, MAINTENANCE, TRADES AND INSPECTION PAY SCHEDULE (LM)**  
**April 3, 2003 - July 2, 2003**  
**15% Longevity**

<b>Grade</b>	<b>Frequency</b>	<b>Training 1</b>	<b>Training 2</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
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An employee who completes the following months of service is entitled to a step advance in pay:

24 months from Step 1 to Step 2	12 months from Step 3 to Step 4
24 months from Step 2 to Step 3	12 months from Step 4 to Step 5

Longevity Pay for Employees without any longevity awards prior to July 1, 1996:

At beginning of 10 years of service employee is entitled to a 3% increase above current step in grade  
 At beginning of 15 years of service employee is entitled to an additional 3% for a total of 6% above current step in grade  
 At beginning of 20 years of service employee is entitled to an additional 4% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 5% longevity award prior to July 1, 1996:

At beginning of 15 years of service employee is entitled to an additional 3% for a total of 8% above current step in grade  
 At beginning of 20 years of service employee is entitled to an additional 2% for a total of 10% above current step in grade

Longevity Pay for Employees who received a 10% or 15% longevity award prior to July 1, 1996:

Not eligible for any additional longevity award, but effective July 5, 2001, both the 10% and 15% rates are calculated based on employee's grade and step (15% is no longer frozen as a fixed dollar amount)

rate of pay, except that an employee who has received a 15% longevity increase shall not be entitled to this increase. (This provision does not currently affect any employees and will be eliminated effective July 2003.)

Annual rate is determined by multiplying hourly pay rate by 2080 hours; however, not all positions work 2080 hours per year

**FY2003 CORRECTIONAL PROGRAM SPECIALIST PAY SCHEDULE (C)**  
**July 4, 2002 - July 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>65th Percentile</b>	<b>Maximum</b>
C-01	<i>Annual</i>	\$32,719	\$46,715	\$54,251
	<i>Biweekly</i>	\$1,258.40		\$2,086.56
	<i>Hourly</i>	\$15.730		\$26.082
C-02	<i>Annual</i>	\$36,013	\$51,418	\$59,713
	<i>Biweekly</i>	\$1,385.12		\$2,296.64
	<i>Hourly</i>	\$17.314		\$28.708

**NOTES:**

This pay schedule applies to employees in the classifications of Correctional Program Specialist I and II

Pay schedule implemented effective with **July 4, 2002** pay period: reflects a 2.5% increase to Minimum and Maximum Pay; 65% Percentile adjusted to reflect new pay range  
 Employees received a 3% increase in pay not to exceed scale maximum for the pay grade

65th Percentile amount is used to determine the amount of the employee's merit increase based on satisfactory performance and employee's current salary relative to the percentile salary as follows:

At time of increase, if current pay is BELOW 65th Percentile the employee receives a 4.5% pay adjustment  
 At time of increase, if current pay is ABOVE 65th Percentile the employee receives a 2.5% pay adjustment  
 not to exceed the maximum pay for the pay grade

Employees who achieve a satisfactory performance review shall receive merit step advancements in 12 month intervals  
 not to exceed maximum step on pay schedule

Hourly pay rate determined by dividing annual pay by 2080 hours

**FY2003 POLICE DEPARTMENT (P1) PAY SCHEDULE**  
**July 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>
P-01	<i>Annual</i>	\$35,514	\$37,075	\$38,715	\$40,437	\$42,243	\$45,303	\$46,319	\$47,359	\$48,303	\$49,393	\$50,284
	<i>Biweekly</i>	\$1,365.92	\$1,426.00	\$1,489.04	\$1,555.28	\$1,624.72	\$1,742.40	\$1,781.52	\$1,821.52	\$1,857.84	\$1,899.76	\$1,934.00
	<i>Hourly</i>	\$17.074	\$17.825	\$18.613	\$19.441	\$20.309	\$21.780	\$22.269	\$22.769	\$23.223	\$23.747	\$24.175
		<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>							
P-01	<i>Annual</i>	\$51,425	\$52,593	\$54,298	\$56,064							
	<i>Biweekly</i>	\$1,977.92	\$2,022.80	\$2,088.40	\$2,156.32							
	<i>Hourly</i>	\$24.724	\$25.285	\$26.105	\$26.954							

**NOTES:**

This pay schedule applies to employees in the classification of Police Officer

Pay schedule implemented effective with **July 4, 2002** pay period: reflects 5% increase to each step on pay scale resulting in a 5% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

Employees must complete 12 months in each step from Steps 1 through 12

Employees must complete 24 months in each step from Steps 13 through 15

Hourly pay rate determined by dividing annual pay by 2080 hours

**FY2003 POLICE DEPARTMENT (P2) PAY SCHEDULE**  
**July 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>
P-02	<i>Annual</i>	\$45,941	\$48,233	\$50,640	\$53,137	\$55,760	\$58,549	\$61,480	\$62,998	\$64,555	\$66,170	\$67,824
	<i>Biweekly</i>	\$1,766.96	\$1,855.12	\$1,947.68	\$2,043.76	\$2,144.64	\$2,251.92	\$2,364.64	\$2,423.04	\$2,482.88	\$2,545.04	\$2,608.64
	<i>Hourly</i>	\$22.087	\$23.189	\$24.346	\$25.547	\$26.808	\$28.149	\$29.558	\$30.288	\$31.036	\$31.813	\$32.608

**NOTES:**

This pay schedule applies to employees in the classification of Police Sergeant

Pay schedule implemented effective with **July 4, 2002** pay period: reflects 5% increase to each step on pay scale resulting in a 5% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to Step 10 of the pay scale as follows:

Employees must complete 12 months in each step from Steps 1 through 9

An employee who has achieved Step 10 may advance to Step 11 upon successful completion of 17 years of combined service as a Police Officer and as a Police Sergeant

Hourly pay rate determined by dividing annual pay by 2080 hours

**FY2002-FY2003 POLICE MANAGEMENT (P3-P6) PAY SCHEDULE**  
**April 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
P-03	<i>Annual</i>	\$49,009	\$77,197
	<i>Biweekly</i>	\$1,884.96	\$2,969.12
	<i>Hourly</i>	\$23.562	\$37.114
P-04	<i>Annual</i>	\$55,153	\$86,393
	<i>Biweekly</i>	\$2,121.28	\$3,322.80
	<i>Hourly</i>	\$26.516	\$41.535
P-05	<i>Annual</i>	\$61,077	\$96,271
	<i>Biweekly</i>	\$2,349.12	\$3,702.72
	<i>Hourly</i>	\$29.364	\$46.284
P-06	<i>Annual</i>	\$67,367	\$108,849
	<i>Biweekly</i>	\$2,591.04	\$4,186.48
	<i>Hourly</i>	\$32.388	\$52.331

**NOTES:**

This pay schedule applies to employees in the classifications of Police Lieutenant, Police Captain, Police Major and Deputy Police Chief

Pay schedule implemented effective with **April 4, 2002** pay period: adds 5% to 7/5/01 Minimum Pay & 7.5% to 7/5/01 Maximum Pay

Employees received 3% across the board adjustment April 4, 2002 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate determined by dividing annual pay by 2080 hours

**FY2003 POLICE MANAGEMENT (P3-P6) PAY SCHEDULE**  
**January 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
P-03	<i>Annual</i>	\$49,989	\$78,741
	<i>Biweekly</i>	\$1,922.64	\$3,028.48
	<i>Hourly</i>	\$24.033	\$37.856
P-04	<i>Annual</i>	\$56,256	\$88,121
	<i>Biweekly</i>	\$2,163.68	\$3,389.28
	<i>Hourly</i>	\$27.046	\$42.366
P-05	<i>Annual</i>	\$62,299	\$98,196
	<i>Biweekly</i>	\$2,396.08	\$3,776.80
	<i>Hourly</i>	\$29.951	\$47.210
P-06	<i>Annual</i>	\$68,714	\$111,026
	<i>Biweekly</i>	\$2,642.88	\$4,270.24
	<i>Hourly</i>	\$33.036	\$53.378

**NOTES:**

This pay schedule applies to employees in the classifications of Police Lieutenant, Police Captain, Police Major and Deputy Police Chief

Pay schedule implemented effective with **January 2, 2003** pay period: adds 2% to 4/4/02 Minimum and Maximum Pay  
Employees receive 2% across the board adjustment January 2, 2003 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate determined by dividing annual pay by 2080 hours

**FY2003 DEPUTY SHERIFF (S1) PAY SCHEDULE**  
**July 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>
S-01	<i>Annual</i>	\$29,066	\$30,520	\$32,046	\$33,648	\$35,330	\$37,097	\$38,952	\$40,899	\$42,944	\$45,092
	<i>Biweekly</i>	\$1,117.92	\$1,173.84	\$1,232.56	\$1,294.16	\$1,358.88	\$1,426.80	\$1,498.16	\$1,573.04	\$1,651.68	\$1,734.32
	<i>Hourly</i>	\$13.974	\$14.673	\$15.407	\$16.177	\$16.986	\$17.835	\$18.727	\$19.663	\$20.646	\$21.679

**NOTES:**

This pay schedule applies to employees in the classification of Deputy Sheriff I

Pay schedule implemented effective with **July 4, 2002** pay period: reflects a 2% increase to each step on pay scale resulting in a 2% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements in 12 month intervals, not to exceed maximum step on pay schedule

Hourly pay rate determined by dividing annual pay by 2080 hours

**FY2002-FY2003 SHERIFF MANAGEMENT (S2-S4) PAY SCHEDULE**  
**April 4, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
S-02	<i>Annual</i>	\$38,883	\$59,508
	<i>Biweekly</i>	\$1,495.52	\$2,288.80
	<i>Hourly</i>	\$18.694	\$28.610
S-03	<i>Annual</i>	\$40,811	\$65,083
	<i>Biweekly</i>	\$1,569.68	\$2,503.20
	<i>Hourly</i>	\$19.621	\$31.290
S-04	<i>Annual</i>	\$44,190	\$69,701
	<i>Biweekly</i>	\$1,699.60	\$2,680.80
	<i>Hourly</i>	\$21.245	\$33.510

**NOTES:**

This pay schedule applies to employees in the non-represented classifications of Deputy Sheriff II (Sergeant), Deputy Sheriff III (Lieutenant) and Deputy Sheriff IV (Captain)

Pay schedule implemented effective with **April 4, 2002** pay period: adds 5% to 7/5/01 Minimum Pay & 7.5% to 7/5/01 Maximum Pay

Employees received 3% across the board adjustment April 4, 2002, not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate determined by dividing annual pay by 2080 hours

**FY2003 SHERIFF MANAGEMENT (S2-S4) PAY SCHEDULE**  
**January 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
S-02	<i>Annual</i>	\$39,661	\$60,698
	<i>Biweekly</i>	\$1,525.44	\$2,334.56
	<i>Hourly</i>	\$19.068	\$29.182
S-03	<i>Annual</i>	\$41,627	\$66,385
	<i>Biweekly</i>	\$1,601.04	\$2,553.28
	<i>Hourly</i>	\$20.013	\$31.916
S-04	<i>Annual</i>	\$45,074	\$71,095
	<i>Biweekly</i>	\$1,733.60	\$2,734.40
	<i>Hourly</i>	\$21.670	\$34.180

**NOTES:**

This pay schedule applies to employees in the non-represented classifications of Deputy Sheriff II (Sergeant), Deputy Sheriff III (Lieutenant) and Deputy Sheriff IV (Captain)

Pay schedule implemented effective with **January 2, 2003** pay period: adds 2% to 4/4/02 Minimum and Maximum Pay  
Employees receive 2% across the board adjustment January 2, 2003 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate determined by dividing annual pay by 2080 hours

**FY2003 FIRE DEPARTMENT (F1-F6) PAY SCHEDULE**  
**July 4, 2002**  
**80 Hours Bi-Weekly**

Grade	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
F-01	<i>Annual</i>	\$30,817	\$32,358	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198		
	<i>Biweekly</i>	\$1,185.28	\$1,244.56	\$1,306.80	\$1,372.08	\$1,440.72	\$1,512.72	\$1,588.40	\$1,667.84	\$1,751.20	\$1,838.72	\$1,930.72		
	<i>Hourly</i>	\$14.816	\$15.557	\$16.335	\$17.151	\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984	\$24.134		
F-02	<i>Annual</i>	\$32,358	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707		
	<i>Biweekly</i>	\$1,244.56	\$1,306.80	\$1,372.08	\$1,440.72	\$1,512.72	\$1,588.40	\$1,667.84	\$1,751.20	\$1,838.72	\$1,930.72	\$2,027.20		
	<i>Hourly</i>	\$15.557	\$16.335	\$17.151	\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984	\$24.134	\$25.340		
F-03	<i>Annual</i>	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343		
	<i>Biweekly</i>	\$1,306.80	\$1,372.08	\$1,440.72	\$1,512.72	\$1,588.40	\$1,667.84	\$1,751.20	\$1,838.72	\$1,930.72	\$2,027.20	\$2,128.56		
	<i>Hourly</i>	\$16.335	\$17.151	\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984	\$24.134	\$25.340	\$26.607		
F-04	<i>Annual</i>	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110		
	<i>Biweekly</i>	\$1,372.08	\$1,440.72	\$1,512.72	\$1,588.40	\$1,667.84	\$1,751.20	\$1,838.72	\$1,930.72	\$2,027.20	\$2,128.56	\$2,235.04		
	<i>Hourly</i>	\$17.151	\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984	\$24.134	\$25.340	\$26.607	\$27.938		
F-05	<i>Annual</i>	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110	\$61,015	\$64,066	\$67,270
	<i>Biweekly</i>	\$1,440.72	\$1,512.72	\$1,588.40	\$1,667.84	\$1,751.20	\$1,838.72	\$1,930.72	\$2,027.20	\$2,128.56	\$2,235.04	\$2,346.72	\$2,464.08	\$2,587.28
	<i>Hourly</i>	\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984	\$24.134	\$25.340	\$26.607	\$27.938	\$29.334	\$30.801	\$32.341
F-06	<i>Annual</i>	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110	\$61,015	\$64,066	\$67,270	\$70,633
	<i>Biweekly</i>	\$1,512.72	\$1,588.40	\$1,667.84	\$1,751.20	\$1,838.72	\$1,930.72	\$2,027.20	\$2,128.56	\$2,235.04	\$2,346.72	\$2,464.08	\$2,587.28	\$2,716.64
	<i>Hourly</i>	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984	\$24.134	\$25.340	\$26.607	\$27.938	\$29.334	\$30.801	\$32.341	\$33.958

**NOTES:**

This pay schedule applies to employees in the classification of Firefighter II, Firefighter III, Firefighter/Cardiac Rescue Technician, Firefighter/Emergency Medical Technician-Paramedic, Fire Lieutenant and Fire Captain

Pay schedule implemented effective with **July 4, 2002** pay period: reflects 4% increase to each step on pay scale resulting in a 4% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

Employees in pay grades F1-F4 must complete 12 months in each step from Steps 1 through 10

Employees in pay grades F5-F6 must complete 12 months in each step from Steps 1 through 12

Upon successful completion of 17 years of service, an employee in Pay Grades F1 - F6 may advance one step, not to exceed the maximum of employee's pay grade

Hourly pay rate for an 80 hour bi-weekly work schedule is determined by dividing annual pay by 2080 hours

**FY2003 FIRE DEPARTMENT (F1-F6) PAY SCHEDULE**  
**July 4, 2002**  
**84 Hours Bi-Weekly**

Grade	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
F-01	<i>Annual</i>	\$30,817	\$32,358	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198		
	<i>Biweekly</i>	\$1,185.24	\$1,244.54	\$1,306.79	\$1,372.06	\$1,440.68	\$1,512.76	\$1,588.36	\$1,667.82	\$1,751.23	\$1,838.76	\$1,930.66		
	<i>Hourly</i>	\$14.110	\$14.816	\$15.557	\$16.334	\$17.151	\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984		
F-02	<i>Annual</i>	\$32,358	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707		
	<i>Biweekly</i>	\$1,244.54	\$1,306.79	\$1,372.06	\$1,440.68	\$1,512.76	\$1,588.36	\$1,667.82	\$1,751.23	\$1,838.76	\$1,930.66	\$2,027.17		
	<i>Hourly</i>	\$14.816	\$15.557	\$16.334	\$17.151	\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984	\$24.133		
F-03	<i>Annual</i>	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343		
	<i>Biweekly</i>	\$1,306.79	\$1,372.06	\$1,440.68	\$1,512.76	\$1,588.36	\$1,667.82	\$1,751.23	\$1,838.76	\$1,930.66	\$2,027.17	\$2,128.56		
	<i>Hourly</i>	\$15.557	\$16.334	\$17.151	\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984	\$24.133	\$25.340		
F-04	<i>Annual</i>	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110		
	<i>Biweekly</i>	\$1,372.06	\$1,440.68	\$1,512.76	\$1,588.36	\$1,667.82	\$1,751.23	\$1,838.76	\$1,930.66	\$2,027.17	\$2,128.56	\$2,234.99		
	<i>Hourly</i>	\$16.334	\$17.151	\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984	\$24.133	\$25.340	\$26.607		
F-05	<i>Annual</i>	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110	\$61,015	\$64,066	\$67,270
	<i>Biweekly</i>	\$1,440.68	\$1,512.76	\$1,588.36	\$1,667.82	\$1,751.23	\$1,838.76	\$1,930.66	\$2,027.17	\$2,128.56	\$2,234.99	\$2,346.71	\$2,464.06	\$2,587.28
	<i>Hourly</i>	\$17.151	\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984	\$24.133	\$25.340	\$26.607	\$27.937	\$29.334	\$30.801
F-06	<i>Annual</i>	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110	\$61,015	\$64,066	\$67,270	\$70,633
	<i>Biweekly</i>	\$1,512.76	\$1,588.36	\$1,667.82	\$1,751.23	\$1,838.76	\$1,930.66	\$2,027.17	\$2,128.56	\$2,234.99	\$2,346.71	\$2,464.06	\$2,587.28	\$2,716.64
	<i>Hourly</i>	\$18.009	\$18.909	\$19.855	\$20.848	\$21.890	\$22.984	\$24.133	\$25.340	\$26.607	\$27.937	\$29.334	\$30.801	\$32.341

**NOTES:**

This pay schedule applies to employees in the classification of Firefighter II, Firefighter III, Firefighter/Cardiac Rescue Technician, Firefighter/Emergency Medical Technician-Paramedic, Fire Lieutenant and Fire Captain

Pay schedule implemented effective with **July 4, 2002** pay period: reflects 4% increase to each step on pay scale resulting in a 4% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

Employees in pay grades F1-F4 must complete 12 months in each step from Steps 1 through 10

Employees in pay grades F5-F6 must complete 12 months in each step from Steps 1 through 12

Upon successful completion of 17 years of service, an employee in Pay Grades F1 - F6 may advance one step, not to exceed the maximum of employee's pay grade

Hourly pay rate for an 84 hour bi-weekly work schedule is determined by dividing annual pay by 2184 hours

**FY2003 FIRE DEPARTMENT (F1-F6) PAY SCHEDULE**

**July 4, 2002**

**98 Hours Bi-Weekly**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>
F-01	<i>Annual</i>	\$30,817	\$32,358	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198		
	<i>Biweekly</i>	\$1,185.31	\$1,244.50	\$1,306.73	\$1,372.10	\$1,440.70	\$1,512.73	\$1,588.38	\$1,667.76	\$1,751.16	\$1,838.77	\$1,930.70		
	<i>Hourly</i>	\$12.095	\$12.699	\$13.334	\$14.001	\$14.701	\$15.436	\$16.208	\$17.018	\$17.869	\$18.763	\$19.701		
F-02	<i>Annual</i>	\$32,358	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707		
	<i>Biweekly</i>	\$1,244.50	\$1,306.73	\$1,372.10	\$1,440.70	\$1,512.73	\$1,588.38	\$1,667.76	\$1,751.16	\$1,838.77	\$1,930.70	\$2,027.23		
	<i>Hourly</i>	\$12.699	\$13.334	\$14.001	\$14.701	\$15.436	\$16.208	\$17.018	\$17.869	\$18.763	\$19.701	\$20.686		
F-03	<i>Annual</i>	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343		
	<i>Biweekly</i>	\$1,306.73	\$1,372.10	\$1,440.70	\$1,512.73	\$1,588.38	\$1,667.76	\$1,751.16	\$1,838.77	\$1,930.70	\$2,027.23	\$2,128.56		
	<i>Hourly</i>	\$13.334	\$14.001	\$14.701	\$15.436	\$16.208	\$17.018	\$17.869	\$18.763	\$19.701	\$20.686	\$21.720		
F-04	<i>Annual</i>	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110		
	<i>Biweekly</i>	\$1,372.10	\$1,440.70	\$1,512.73	\$1,588.38	\$1,667.76	\$1,751.16	\$1,838.77	\$1,930.70	\$2,027.23	\$2,128.56	\$2,234.99		
	<i>Hourly</i>	\$14.001	\$14.701	\$15.436	\$16.208	\$17.018	\$17.869	\$18.763	\$19.701	\$20.686	\$21.720	\$22.806		
F-05	<i>Annual</i>	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110	\$61,015	\$64,066	\$67,270
	<i>Biweekly</i>	\$1,440.70	\$1,512.73	\$1,588.38	\$1,667.76	\$1,751.16	\$1,838.77	\$1,930.70	\$2,027.23	\$2,128.56	\$2,234.99	\$2,346.71	\$2,464.11	\$2,587.30
	<i>Hourly</i>	\$14.701	\$15.436	\$16.208	\$17.018	\$17.869	\$18.763	\$19.701	\$20.686	\$21.720	\$22.806	\$23.946	\$25.144	\$26.401
F-06	<i>Annual</i>	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110	\$61,015	\$64,066	\$67,270	\$70,633
	<i>Biweekly</i>	\$1,512.73	\$1,588.38	\$1,667.76	\$1,751.16	\$1,838.77	\$1,930.70	\$2,027.23	\$2,128.56	\$2,234.99	\$2,346.71	\$2,464.11	\$2,587.30	\$2,716.66
	<i>Hourly</i>	\$15.436	\$16.208	\$17.018	\$17.869	\$18.763	\$19.701	\$20.686	\$21.720	\$22.806	\$23.946	\$25.144	\$26.401	\$27.721

**NOTES:**

This pay schedule applies to employees in the classification of Firefighter II, Firefighter III, Firefighter/Cardiac Rescue Technician, Firefighter/Emergency Medical Technician-Paramedic, Fire Lieutenant and Fire Captain

Pay schedule implemented effective with **July 4, 2002** pay period: reflects 4% increase to each step on pay scale resulting in a 4% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

Employees in pay grades F1-F4 must complete 12 months in each step from Steps 1 through 10

Employees in pay grades F5-F6 must complete 12 months in each step from Steps 1 through 12

Upon successful completion of 17 years of service, an employee in Pay Grades F1 - F6 may advance one step, not to exceed the maximum of employee's pay grade

Hourly pay rate for an 98 hour bi-weekly work schedule is determined by dividing annual pay by 2548 hours

# **FY2003 FIRE DEPARTMENT (F1-F6) PAY SCHEDULE**

**July 4, 2002**

**100 Hours Bi-Weekly**

<b>Grade</b>	<b>Frequency</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>
F-01	<i>Annual</i>	\$30,817	\$32,358	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198		
	<i>Biweekly</i>	\$1,185.30	\$1,244.50	\$1,306.80	\$1,372.10	\$1,440.70	\$1,512.70	\$1,588.40	\$1,667.80	\$1,751.20	\$1,838.70	\$1,930.70		
	<i>Hourly</i>	\$11.853	\$12.445	\$13.068	\$13.721	\$14.407	\$15.127	\$15.884	\$16.678	\$17.512	\$18.387	\$19.307		
F-02	<i>Annual</i>	\$32,358	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707		
	<i>Biweekly</i>	\$1,244.50	\$1,306.80	\$1,372.10	\$1,440.70	\$1,512.70	\$1,588.40	\$1,667.80	\$1,751.20	\$1,838.70	\$1,930.70	\$2,027.20		
	<i>Hourly</i>	\$12.445	\$13.068	\$13.721	\$14.407	\$15.127	\$15.884	\$16.678	\$17.512	\$18.387	\$19.307	\$20.272		
F-03	<i>Annual</i>	\$33,976	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343		
	<i>Biweekly</i>	\$1,306.80	\$1,372.10	\$1,440.70	\$1,512.70	\$1,588.40	\$1,667.80	\$1,751.20	\$1,838.70	\$1,930.70	\$2,027.20	\$2,128.60		
	<i>Hourly</i>	\$13.068	\$13.721	\$14.407	\$15.127	\$15.884	\$16.678	\$17.512	\$18.387	\$19.307	\$20.272	\$21.286		
F-04	<i>Annual</i>	\$35,674	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110		
	<i>Biweekly</i>	\$1,372.10	\$1,440.70	\$1,512.70	\$1,588.40	\$1,667.80	\$1,751.20	\$1,838.70	\$1,930.70	\$2,027.20	\$2,128.60	\$2,235.00		
	<i>Hourly</i>	\$13.721	\$14.407	\$15.127	\$15.884	\$16.678	\$17.512	\$18.387	\$19.307	\$20.272	\$21.286	\$22.350		
F-05	<i>Annual</i>	\$37,458	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110	\$61,015	\$64,066	\$67,270
	<i>Biweekly</i>	\$1,440.70	\$1,512.70	\$1,588.40	\$1,667.80	\$1,751.20	\$1,838.70	\$1,930.70	\$2,027.20	\$2,128.60	\$2,235.00	\$2,346.70	\$2,464.10	\$2,587.30
	<i>Hourly</i>	\$14.407	\$15.127	\$15.884	\$16.678	\$17.512	\$18.387	\$19.307	\$20.272	\$21.286	\$22.350	\$23.467	\$24.641	\$25.873
F-06	<i>Annual</i>	\$39,331	\$41,298	\$43,363	\$45,531	\$47,807	\$50,198	\$52,707	\$55,343	\$58,110	\$61,015	\$64,066	\$67,270	\$70,633
	<i>Biweekly</i>	\$1,512.70	\$1,588.40	\$1,667.80	\$1,751.20	\$1,838.70	\$1,930.70	\$2,027.20	\$2,128.60	\$2,235.00	\$2,346.70	\$2,464.10	\$2,587.30	\$2,716.70
	<i>Hourly</i>	\$15.127	\$15.884	\$16.678	\$17.512	\$18.387	\$19.307	\$20.272	\$21.286	\$22.350	\$23.467	\$24.641	\$25.873	\$27.167

## **NOTES:**

This pay schedule applies to employees in the classification of Firefighter II, Firefighter III, Firefighter/Cardiac Rescue Technician, Firefighter/Emergency Medical Technician-Paramedic, Fire Lieutenant and Fire Captain

Pay schedule implemented effective with **July 4, 2002** pay period: reflects 4% increase to each step on pay scale resulting in a 4% increase in employees' pay

Employees who achieve a satisfactory performance review shall receive merit step advancements up to the maximum of the pay scale as follows:

Employees in pay grades F1-F4 must complete 12 months in each step from Steps 1 through 10

Employees in pay grades F5-F6 must complete 12 months in each step from Steps 1 through 12

Upon successful completion of 17 years of service, an employee in Pay Grades F1 - F6 may advance one step, not to exceed the maximum of employee's pay grade

Hourly pay rate for an 100 hour bi-weekly work schedule is determined by dividing annual pay by 2600 hours

**FY2002-FY2003 FIRE MANAGEMENT (F7-F10) PAY SCHEDULE****April 4, 2002****80 Hours Biweekly**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
F-07	<i>Annual</i>	\$49,930	\$79,582
	<i>Biweekly</i>	\$1,920.40	\$3,060.88
	<i>Hourly</i>	\$24.005	\$38.261
F-08	<i>Annual</i>	\$52,779	\$83,511
	<i>Biweekly</i>	\$2,030.00	\$3,212.00
	<i>Hourly</i>	\$25.375	\$40.150
F-09	<i>Annual</i>	\$61,117	\$96,312
	<i>Biweekly</i>	\$2,350.64	\$3,704.32
	<i>Hourly</i>	\$29.383	\$46.304
F-10	<i>Annual</i>	\$65,288	\$108,300
	<i>Biweekly</i>	\$2,511.04	\$4,165.36
	<i>Hourly</i>	\$31.388	\$52.067

**NOTES:**

This pay schedule applies to employees in the classifications of Fire Battalion Chief, Fire Division Chief and Fire Deputy Chief

Pay schedule implemented effective with **April 4, 2002** pay period: adds 5% to 7/5/01 Minimum Pay & 7.5% to 7/5/01 Maximum Pay

Employees received 3% across the board adjustment April 4, 2002 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate for an 80 hour bi-weekly work schedule is determined by dividing annual pay by 2080 hours

**FY2002-FY2003 FIRE MANAGEMENT (F7-F10) PAY SCHEDULE****April 4, 2002****84 Hours Biweekly**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
F-07	<i>Annual</i>	\$49,930	\$79,582
	<i>Biweekly</i>	\$1,920.41	\$3,060.88
	<i>Hourly</i>	\$22.862	\$36.439
F-08	<i>Annual</i>	\$52,779	\$83,511
	<i>Biweekly</i>	\$2,029.94	\$3,211.99
	<i>Hourly</i>	\$24.166	\$38.238
F-09	<i>Annual</i>	\$61,117	\$96,312
	<i>Biweekly</i>	\$2,350.66	\$3,704.32
	<i>Hourly</i>	\$27.984	\$44.099
F-10	<i>Annual</i>	\$65,288	\$108,300
	<i>Biweekly</i>	\$2,511.10	\$4,165.39
	<i>Hourly</i>	\$29.894	\$49.588

**NOTES:**

This pay schedule applies to employees in the classifications of Fire Battalion Chief, Fire Division Chief and Fire Deputy Chief

Pay schedule implemented effective with **April 4, 2002** pay period: adds 5% to 7/5/01 Minimum Pay & 7.5% to 7/5/01 Maximum Pay

Employees received 3% across the board adjustment April 4, 2002 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate for an 84 hour bi-weekly work schedule is determined by dividing annual pay by 2184 hours

**FY2002-FY2003 FIRE MANAGEMENT (F7-F10) PAY SCHEDULE****April 4, 2002****98 Hours Biweekly**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
F-07	<i>Annual</i>	\$49,930	\$79,582
	<i>Biweekly</i>	\$1,920.41	\$3,060.83
	<i>Hourly</i>	\$19.596	\$31.233
F-08	<i>Annual</i>	\$52,779	\$83,511
	<i>Biweekly</i>	\$2,029.97	\$3,211.95
	<i>Hourly</i>	\$20.714	\$32.775
F-09	<i>Annual</i>	\$61,117	\$96,312
	<i>Biweekly</i>	\$2,350.63	\$3,704.30
	<i>Hourly</i>	\$23.986	\$37.799
F-10	<i>Annual</i>	\$65,288	\$108,300
	<i>Biweekly</i>	\$2,511.05	\$4,165.39
	<i>Hourly</i>	\$25.623	\$42.504

**NOTES:**

This pay schedule applies to employees in the classifications of Fire Battalion Chief, Fire Division Chief and Fire Deputy Chief

Pay schedule implemented effective with **April 4, 2002** pay period: adds 5% to 7/5/01 Minimum Pay & 7.5% to 7/5/01 Maximum Pay

Employees received 3% across the board adjustment April 4, 2002 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate for an 98 hour bi-weekly work schedule is determined by dividing annual pay by 2548 hours

**FY2002-FY2003 FIRE MANAGEMENT (F7-F10) PAY SCHEDULE****April 4, 2002****100 Hours Biweekly**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
F-07	<i>Annual</i>	\$49,930	\$79,582
	<i>Biweekly</i>	\$1,920.40	\$3,060.80
	<i>Hourly</i>	\$19.204	\$30.608
F-08	<i>Annual</i>	\$52,779	\$83,511
	<i>Biweekly</i>	\$2,030.00	\$3,212.00
	<i>Hourly</i>	\$20.300	\$32.120
F-09	<i>Annual</i>	\$61,117	\$96,312
	<i>Biweekly</i>	\$2,350.70	\$3,704.30
	<i>Hourly</i>	\$23.507	\$37.043
F-10	<i>Annual</i>	\$65,288	\$108,300
	<i>Biweekly</i>	\$2,511.10	\$4,165.40
	<i>Hourly</i>	\$25.111	\$41.654

**NOTES:**

This pay schedule applies to employees in the classifications of Fire Battalion Chief, Fire Division Chief and Fire Deputy Chief

Pay schedule implemented effective with **April 4, 2002** pay period: adds 5% to 7/5/01 Minimum Pay & 7.5% to 7/5/01 Maximum Pay

Employees received 3% across the board adjustment April 4, 2002 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate for an 100 hour bi-weekly work schedule is determined by dividing annual pay by 2600 hours

**FY2003 FIRE MANAGEMENT (F7-F10) PAY SCHEDULE**

**January 2, 2003**  
**80 Hours Biweekly**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
F-07	<i>Annual</i>	\$50,929	\$81,174
	<i>Biweekly</i>	\$1,958.80	\$3,122.08
	<i>Hourly</i>	\$24.485	\$39.026
F-08	<i>Annual</i>	\$53,835	\$85,181
	<i>Biweekly</i>	\$2,070.56	\$3,276.16
	<i>Hourly</i>	\$25.882	\$40.952
F-09	<i>Annual</i>	\$62,339	\$98,238
	<i>Biweekly</i>	\$2,397.68	\$3,778.40
	<i>Hourly</i>	\$29.971	\$47.230
F-10	<i>Annual</i>	\$66,594	\$110,466
	<i>Biweekly</i>	\$2,561.28	\$4,248.72
	<i>Hourly</i>	\$32.016	\$53.109

**NOTES:**

This pay schedule applies to employees in the classifications of Fire Battalion Chief, Fire Division Chief and Fire Deputy Chief

Pay schedule implemented effective with **January 2, 2003** pay period: adds 2% to 4/4/02 Minimum and Maximum Pay  
Employees receive 2% across the board adjustment January 2, 2003 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate for an 80 hour bi-weekly work schedule is determined by dividing annual pay by 2080 hours

**FY2003 FIRE MANAGEMENT (F7-F10) PAY SCHEDULE**

**January 2, 2003**  
**84 Hours Biweekly**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
F-07	<i>Annual</i>	\$50,929	\$81,174
	<i>Biweekly</i>	\$1,958.80	\$3,122.11
	<i>Hourly</i>	\$23.319	\$37.168
F-08	<i>Annual</i>	\$53,835	\$85,181
	<i>Biweekly</i>	\$2,070.60	\$3,276.17
	<i>Hourly</i>	\$24.650	\$39.002
F-09	<i>Annual</i>	\$62,339	\$98,238
	<i>Biweekly</i>	\$2,397.61	\$3,778.40
	<i>Hourly</i>	\$28.543	\$44.981
F-10	<i>Annual</i>	\$66,594	\$110,466
	<i>Biweekly</i>	\$2,561.33	\$4,248.72
	<i>Hourly</i>	\$30.492	\$50.580

**NOTES:**

This pay schedule applies to employees in the classifications of Fire Battalion Chief, Fire Division Chief and Fire Deputy Chief

Pay schedule implemented effective with **January 2, 2003** pay period: adds 2% to 4/4/02 Minimum and Maximum Pay  
Employees receive 2% across the board adjustment January 2, 2003 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate for an 84 hour bi-weekly work schedule is determined by dividing annual pay by 2184 hours

**FY2003 FIRE MANAGEMENT (F7-F10) PAY SCHEDULE****January 2, 2003****98 Hours Biweekly**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
F-07	<i>Annual</i>	\$50,929	\$81,174
	<i>Biweekly</i>	\$1,958.82	\$3,122.08
	<i>Hourly</i>	\$19.988	\$31.858
F-08	<i>Annual</i>	\$53,835	\$85,181
	<i>Biweekly</i>	\$2,070.54	\$3,276.24
	<i>Hourly</i>	\$21.128	\$33.431
F-09	<i>Annual</i>	\$62,339	\$98,238
	<i>Biweekly</i>	\$2,397.67	\$3,778.39
	<i>Hourly</i>	\$24.466	\$38.555
F-10	<i>Annual</i>	\$66,594	\$110,466
	<i>Biweekly</i>	\$2,561.33	\$4,248.69
	<i>Hourly</i>	\$26.136	\$43.354

**NOTES:**

This pay schedule applies to employees in the classifications of Fire Battalion Chief, Fire Division Chief and Fire Deputy Chief

Pay schedule implemented effective with **January 2, 2003** pay period: adds 2% to 4/4/02 Minimum and Maximum Pay  
Employees receive 2% across the board adjustment January 2, 2003 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate for an 98 hour bi-weekly work schedule is determined by dividing annual pay by 2548 hours

**FY2003 FIRE MANAGEMENT (F7-F10) PAY SCHEDULE****January 2, 2003****100 Hours Biweekly**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
F-07	<i>Annual</i>	\$50,929	\$81,174
	<i>Biweekly</i>	\$1,958.80	\$3,122.10
	<i>Hourly</i>	\$19.588	\$31.221
F-08	<i>Annual</i>	\$53,835	\$85,181
	<i>Biweekly</i>	\$2,070.60	\$3,276.20
	<i>Hourly</i>	\$20.706	\$32.762
F-09	<i>Annual</i>	\$62,339	\$98,238
	<i>Biweekly</i>	\$2,397.70	\$3,778.40
	<i>Hourly</i>	\$23.977	\$37.784
F-10	<i>Annual</i>	\$66,594	\$110,466
	<i>Biweekly</i>	\$2,561.30	\$4,248.70
	<i>Hourly</i>	\$25.613	\$42.487

**NOTES:**

This pay schedule applies to employees in the classifications of Fire Battalion Chief, Fire Division Chief and Fire Deputy Chief

Pay schedule implemented effective with **January 2, 2003** pay period: adds 2% to 4/4/02 Minimum and Maximum Pay  
Employees receive 2% across the board adjustment January 2, 2003 not to exceed scale maximum for pay grade

Progression through pay range is by Pay for Performance based on an annual evaluation: (1) annual base pay adjustment cannot exceed 10% of current salary; (2) adjusted salary cannot exceed the maximum for pay grade; (3) unsatisfactory performers are not entitled to a pay increase

Cost of living adjustments are provided at the direction of the County Executive as approved by the County Council

Hourly pay rate for an 100 hour bi-weekly work schedule is determined by dividing annual pay by 2600 hours

**FY2003 SOIL CONSERVATION (EXEMPT) PAY SCHEDULE (ES)**  
**August 29, 2002**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
ES-01 (NR-07 Equivalent)	<i>Annual</i>	\$24,285	\$36,540
	<i>Biweekly</i>	\$934.00	\$1,405.36
	<i>Hourly</i>	\$11.675	\$17.567
ES-02 (NR-09 Equivalent)	<i>Annual</i>	\$26,804	\$40,333
	<i>Biweekly</i>	\$1,030.96	\$1,551.28
	<i>Hourly</i>	\$12.887	\$19.391
ES-03 (NR-12 Equivalent)	<i>Annual</i>	\$31,089	\$46,772
	<i>Biweekly</i>	\$1,195.76	\$1,798.96
	<i>Hourly</i>	\$14.947	\$22.487
ES-04 (NR-16 Equivalent)	<i>Annual</i>	\$38,824	\$61,372
	<i>Biweekly</i>	\$1,493.20	\$2,360.48
	<i>Hourly</i>	\$18.665	\$29.506
ES-05 (NR-18 Equivalent)	<i>Annual</i>	\$45,024	\$71,174
	<i>Biweekly</i>	\$1,731.68	\$2,737.44
	<i>Hourly</i>	\$21.646	\$34.218
ES-06 (NR-20 Equivalent)	<i>Annual</i>	\$52,214	\$82,542
	<i>Biweekly</i>	\$2,008.24	\$3,174.72
	<i>Hourly</i>	\$25.103	\$39.684

**NOTES:**

This pay schedule applies to exempt employees in classifications not represented by a collective bargaining unit agreement and who are in the Soil Conservation District Pay and Benefit Plan

Pay schedule implemented effective with **August 29, 2002** pay period (Bill 52-02): new pay schedule corresponding to select grades on NR pay schedule; employees placed in appropriate grade on new schedule

Hourly rate determined by dividing annual pay by 2080 hours, rounded to 3 digits

**FY2003 SOIL CONSERVATION (EXEMPT) PAY SCHEDULE (ES)**  
**January 2, 2003**

<b>Grade</b>	<b>Frequency</b>	<b>Minimum</b>	<b>Maximum</b>
ES-01 (NR-07 Equivalent)	<i>Annual</i>	\$24,771	\$37,271
	<i>Biweekly</i>	\$952.72	\$1,433.52
	<i>Hourly</i>	\$11.909	\$17.919
ES-02 (NR-09 Equivalent)	<i>Annual</i>	\$27,340	\$41,140
	<i>Biweekly</i>	\$1,051.52	\$1,582.32
	<i>Hourly</i>	\$13.144	\$19.779
ES-03 (NR-12 Equivalent)	<i>Annual</i>	\$31,711	\$47,707
	<i>Biweekly</i>	\$1,219.68	\$1,834.88
	<i>Hourly</i>	\$15.246	\$22.936
ES-04 (NR-16 Equivalent)	<i>Annual</i>	\$39,600	\$62,599
	<i>Biweekly</i>	\$1,523.04	\$2,407.68
	<i>Hourly</i>	\$19.038	\$30.096
ES-05 (NR-18 Equivalent)	<i>Annual</i>	\$45,924	\$72,597
	<i>Biweekly</i>	\$1,766.32	\$2,792.16
	<i>Hourly</i>	\$22.079	\$34.902
ES-06 (NR-20 Equivalent)	<i>Annual</i>	\$53,258	\$84,193
	<i>Biweekly</i>	\$2,048.40	\$3,238.16
	<i>Hourly</i>	\$25.605	\$40.477

**NOTES:**

This pay schedule applies to exempt employees in classifications not represented by a collective bargaining unit agreement and who are in the Soil Conservation District Pay and Benefit Plan

Pay schedule implemented effective with **January 2, 2003** pay period: adds 2% to 8/29/02 Minimum and Maximum Pay  
 Employees receive 2% across the board adjustment January 2, 2003 not to exceed scale maximum for pay grade

Hourly rate determined by dividing annual pay by 2080 hours, rounded to 3 digits

Anne Arundel County  
County Pension Contribution Rates  
FY2003 Approved Budget

County Pension Contribution Rates						
	FY1998	FY1999	FY2000	FY2001	FY2002	FY2003
Employees Retirement Plan	7.50%	5.10%	5.10%	3.25%	4.60%	6.36%
Fire Service Retirement Plan	23.00%	22.00%	18.40%	13.60%	19.25%	23.45%
Police Service Retirement Plan	24.00%	20.30%	18.00%	16.00%	21.00%	22.45%
Pension Plan for Detention Officers and Personnel	22.50%	16.00%	13.20%	16.85%	19.10%	18.54%

The table above portrays the county's annual contribution to the pension fund as a percentage of salary and wages for the various plans administered by the Pension Trust Fund.

# **Anne Arundel County, Maryland**

## **Water and Wastewater Operating Fund**

### **Annual Report**

The fund balance in the Water and Wastewater Operating Fund as of June 30, 2001 was \$13.5 million. The estimated revenue for fiscal year 2002 is \$57.9 million, \$600,000 below the amount projected in the approved budget. With actual expenditures projected to be \$60.7 million and slightly lower than appropriations (\$60.9 million), the County will use \$2.8 million of fund balance in fiscal year 2002. The fund balance at the end of the current fiscal year is projected to be \$10.7 million.

There is no rate increase proposed for fiscal year 2003. Revenues are projected at \$59.4 million, an increase of 1.6% when compared with fiscal year 2002. The proposed operating budget book provides the support for the fiscal year 2003 budget request of \$64.2 million. This amount exceeds the estimated revenue and projects the use of \$4.8 million of fund balance.

The projected fund balance at the end of fiscal year 2003 is \$5.9 million (\$10.7 million balance at the end of fiscal year 2002 less the \$4.8 million used for fiscal year 2003 operations). The calculated two-month fund balance requirement is \$10.7 million. Since the projected balance is sufficient to cover any reasonably unexpected shortfall in this fund, a rate increase is not proposed for the sole purpose of increasing the amount held in reserve.

Anne Arundel County, Maryland  
Schedule of Culture and the Arts Grants  
Fiscal Year 2003 Approved Budget

	<u>FY2002 Grant</u>	<u>FY2003 Grant</u>
<b><u>Human Service Grants:</u></b>		
<b>Grants:</b>		
Anne Arundel Conflict and Resolution Center	\$ 40,000	\$ 30,000
Anne Arundel Workforce Development Corporation	206,000	206,000
ARC of Anne Arundel County, Inc.	170,000	50,000
Arundel Child Care Connections	50,000	50,000
Arundel Community Development Services	150,000	175,000
Baltimore/Annapolis Boys and Girls Club	10,000	- - -
Chesapeake Center for Creative Arts	100,000	100,000
Court Appointed Special Advocates	33,000	35,000
Cultural Arts Foundation	330,000	350,000
Economic Opportunity Committee	300,000	275,000
Fair Housing	25,200	- - -
Food & Resource Bank	31,500	35,000
HIV / Aids	5,000	10,000
Hospice of the Chesapeake	10,000	15,000
Kagro Foundation	30,000	25,000
Leadership Anne Arundel - Neighborhood	- - -	5,000
Legal Aid Bureau	45,000	65,000
Maryland Committee for Children	44,100	- - -
Maryland Hall for the Creative Arts	- - -	250,000
Metropolitan Washington Ear, Inc.	- - -	1,700
Opportunity Industrialization Center (OIC)	30,000	30,000
Organization of Hispanic and Latin Americans	50,000	50,000
Robert A. Pascal Youth & Family Services Bureau	25,000	25,000
Visions Workshops	- - -	45,000
Volunteer Center for Anne Arundel County	25,000	25,000
Woods Community Center	50,000	- - -
Grant Administration Training	2,000	2,300
<b>State Bond Bill Matches:</b>		
Galesville Museum	175,000	- - -
Omni House	50,000	- - -
Woods Community Center	100,000	- - -
Salvation Army	25,000	- - -
Kunta Kinte	25,000	- - -
Arundel Lodge	50,000	- - -
	<hr/>	<hr/>
Total Human Service Grants	\$ 2,186,800	\$ 1,855,000

Anne Arundel County, Maryland  
Schedule of Culture and the Arts Grants  
Fiscal Year 2003 Approved Budget

	<u>FY2002 Grant</u>	<u>FY2003 Grant</u>
<b><u>Recreation and Park Grants:</u></b>		
Annapolis Symphony Orchestra	\$ 28,000	\$ 30,000
First Night Annapolis	5,000	5,000
July 4th Annapolis	5,000	15,500
St. John's College - Mitchell Art Gallery	5,000	5,000
Baltimore Museum of Art	17,000	10,000
Baltimore Museum of Industry	7,000	5,000
Baltimore Symphony Orchestra	50,000	50,000
Baltimore Zoo	12,000	15,000
Center Stage	16,000	5,000
Maryland Historical Society	3,000	5,000
Maryland Science Center	17,500	20,000
National Aquarium	17,500	15,000
Walters Art Gallery	17,500	10,000
Pride of Baltimore	- - -	5,000
Port Discovery Children's Museum	- - -	5,000
	<hr/>	<hr/>
Total Recreation and Parks Grants	\$ 200,500	\$ 200,500
	<hr/>	<hr/>
Total Culture and the Arts Grants	\$ 2,387,300	\$ 2,055,500
	<hr/>	<hr/>

### FY2003 Approved Budget -- List of PAYGO Projects

<u>Project Name</u>	<u>Amount</u>	<u>Project Name</u>	<u>Amount</u>	<u>Project Name</u>	<u>Amount</u>
ADA Workplace Modification	50,000	Aging Schools	40,000	Guardrail	60,000
Advance Land Acquisition	5,000	Asbestos Abatement '03	500,000	Neighborhood Traffic Control	250,000
Agricultural Easement Program	460,000	Brooklyn Park Middle School	(1,250,000)	Signal Communications	75,000
Anne Arundel Medical Center	250,000	Building Systems Renovation '02	(1,250,000)	Signal Equipment	(35,000)
Brooklyn Park Community Center	(1,500,000)	Health Room Modifications '03	150,000	Traffic Sig	380,000
Central District Fac/Traffic Maintena	50,000	Maintenance Backlog Reduction	1,000,000	<b>Total Traffic Control</b>	<b>730,000</b>
Conservation Trust	50,000	North County HS Addition	(6,359,000)		
County Complex Paving	200,000	Relocatable Classrooms '03	510,000	Campus Improvements	100,000
Demo Bldg Code/Health	60,000	School Furniture '03	350,000	<b>Total Community College</b>	<b>100,000</b>
Facility Renov/Reloc	400,000	Vehicle Replacement '03	500,000		
Failed Sewage Disposal Sys Fund	40,000	Walls & Partitions '03	250,000	Highway Safety Improv (HSI)	350,000
Information Technology Enhancemer	4,000,000	Window Air Conditioners Initiative	2,000,000	Major Bridge Rehab (MBR)	200,000
Major Mechanical Systems	375,000	<b>Total Board of Education</b>	<b>(3,559,000)</b>	PGMA Transportation Studies	(100,000)
North Arundel Hospital	325,000			Road Resurfacing	5,000,000
Old Sanitation Commission Bldg Rer	(1,900,000)	Library Materials	2,415,000	Transportation Master Plan	52,000
Undrgrd Storage Tank Repl	91,000	Library Renovation	350,000	<b>Total Roads and Bridges</b>	<b>5,502,000</b>
W/S Conn Revolv Fund	50,000	West County Regional Library	2,540,000		
<b>Total General County</b>	<b>3,006,000</b>	<b>Total Library</b>	<b>5,305,000</b>	DMP Site Management	100,000
				Storm & Ecological Restor	300,000
Culvert & Closed SD Rehabilitation	500,000	Lake Shore Vol FS Renovation	90,000	Charge Against Closed Projects	2,000,000
FEMA Flood Plain	100,000	Police Headquarters Renovation	60,000	<b>Total Waterway Improvements</b>	<b>2,400,000</b>
Stormwater Pond Maintenance	300,000	Rep/Ren Volunteer FS	100,000		
<b>Total Storm Drains</b>	<b>900,000</b>	<b>Total Fire and Police</b>	<b>250,000</b>	Facility Irrigation	150,000
				Facility Lighting	100,000
Home Ownership Initiative	500,000			Hancock Hist. Site	40,000
Home Program (M-02)	270,000	School Sidewalks	250,000	Park Renovation	1,100,000
<b>Total Community Development</b>	<b>770,000</b>	<b>Total School Off-Site</b>	<b>250,000</b>	South County Athletic Complex	50,000
				Swim Center Renovation	256,000
				<b>Total Recreation and Parks</b>	<b>1,696,000</b>

## BUDGET MESSAGE FOR FISCAL YEAR 2003 - MAY 1, 2002

Mr. Chairman, Members of the Council, Honored Guests, Friends, Fellow Citizens:

Today, I have the privilege to report to you once again on the State of Anne Arundel County and to present my proposed budget for Fiscal Year 2003.

For nearly four years, we have put our blueprint on this County. I am proud to say we have done what the voters of this County expected us to do. We began this four year journey with a vision **B** to make this County the premier county in the State. The strategy was carefully set out in the first budget message. Improve public education. Strengthen our economy. Focus on high end commercial growth. Limit residential growth. Preserve farmland from development. Strengthen services to seniors. Be responsible stewards of the environment. And bring a new era of civility to our government. The commitments made to the voters of this County have been kept.

How have we accomplished this? And how can we stay the course? In each of the budget messages, building blocks have been laid.

The first building block was to build a first class system of public education. In 1998, we began with a system that had been neglected for too long. Teacher morale was abysmal. Many predicted that hundreds of teachers would leave or retire. The prediction did not come true because we poured our available resources into the classrooms where all real learning takes place. We hired 250 additional teachers; funded mentors to guide their development, and we outfitted the classrooms with fiberoptics, computers and technicians. We made sure that students had textbooks and instructional materials. And we increased teacher salaries by double digit percentages. Scores of schools were built and repaired. We rose from 17<sup>th</sup> to 10<sup>th</sup> in the State for per pupil expenditures. A new and vibrant spirit took hold and the early results are encouraging. We can now celebrate some real successes: Blue Ribbon Schools, teachers who stayed with us rather than retire or move away, lower class sizes in the early grades, and a shared optimism that our County schools can be the best in the State.

The second building block was to keep our economy growing. Today, Anne Arundel County's economy is one of the strongest in the state. In each of the past three years, we managed a budget surplus and this year is no exception. More than 15,000 new jobs have been created in less than four years. Anne Arundel County now has the third highest share of high tech employment in the State. Visit the National Business Park and witness the explosive high end commercial growth that is friendly to our economy and to our environment. Millions of square feet of Class AA office space will come on line in the next several years in the BWI corridor alone. Northrup Grumman Electronics is a partner to the largest military contract in history. It proudly calls this County their home.

Why is this County in better shape than other counties? Because we anticipated a downturn and planned for it. Last May, I warned that the economic winds were shifting and that these were uncertain times. I refused to increase property taxes. I reserved funds and put in place a selective hiring freeze. Editorial Writers complained that I was being too cautious but the fiscal belt-tightening has paid off. This conservative approach to fiscal management means better bond ratings from two of three bond houses since I first took office and an intact rating from the third. We are still on track to become the only revenue cap county in the United States to receive a triple A bond rating.

The third building block was to control residential growth where there is no school capacity. It makes no sense to tax our school infrastructure with more crowded classrooms. In these 3 **2** years, I have not granted a single school waiver and none will be granted this year. Yet, around the County you see a string of new developments in areas where there are crowded schools. The residential growth that you see is largely the product of waivers granted in prior administrations. Ideally, we wish we could have passed legislation to abolish all of those waivers. But we did legislate higher impact fees for the first time since 1986, so that new development pays its fair share.

The fourth building block was to keep agricultural land away from the developers=bulldozers. Nearly 10,000 acres are now preserved. We have saved close to 4,000 acres in the past three and **2** years. But this is no time for self-congratulations. It is time to speed up our efforts. We must seek out the owners of the remaining farmlands wherever they are in the County and persuade them to sell the development rights. We must fund it not only with County dollars but we must also maximize all other government and philanthropic help. We have had great successes this year. The recent acquisition of more than 650 acres for Jug Bay, purchased with State funds and donated to the County, is a real gem comparable to the 400 acre Looper property acquired in North County. We must preserve all that we can before it is too late. Every acre saved is an investment in the quality of life for our present and future citizens.

The fifth building block was to bring this County into the twenty-first century in information technology. When I took the oath of office, the County did not even have a web-site. The sophistication of the existing technology in government departments ranged from non-existent to cutting edge.

The future of better service and greater accountability to our citizens lies in our information technology. It's time to commit this County to use available and emerging technology, for today and for tomorrow, to achieve that future.

The final building block was to strengthen environmental controls. Whether it's protecting our streams and waterways, controlling run-off to our streams, or managing land use, we are all charged to do better as stewards of the environment.

The vision of Anne Arundel County as the best county in the State of Maryland may be audacious but we have the building blocks and the strategy to turn that vision into a reality. We cannot step back. We cannot fool ourselves into thinking that the job is done. Instead, it is time to redouble our efforts. This Budget sets our course for next year and allows us to navigate this County as we have for the first 3 **2** years toward that goal of excellence.

The County dollars we are allowed to invest each year, as we balance the budget, are the sum total of tax receipts, governmental grants, and fee income. This year I have proposed a reduction in the property tax rate from \$.96 to \$.95. This County continues to experience a real escalation of property values and so the tax assessments go up. Why? Our success. Our quality of life is what attracts newcomers, and so our land and property values appreciate. One important barometer is that recordation and transfer taxes increased by 25% in the first nine months of last fiscal year.

I take pride in our four year property tax track record: it held firm in 2000, was raised just four cents in 2001, held firm in 2002, and now it will go down this year. This is a record the people of this County expect of us.

This year's proposed Operating Budget of \$883 million includes an increase of \$22 million for the public schools and \$11 million for all other County operations.

The two most important increases for County operations are for our police and fire departments. Before September 11 they always made us proud. But after September 11, we were reminded every day of the risks they take every day to protect us all. Our police and fire served at Ground Zero, helped protect the National Security Agency in the hours and days after the fateful attacks of 9-11, and dealt with the anthrax scares. Our helicopter program, so important for our County's security, performed endless hours of exemplary service to NSA and to our citizens. For all that they do to keep us safe, we owe our public safety team a round of public applause.

Let me say what I have said so often: We have the best fire and police departments in the State. This year we have increased the police budget by over \$7 million dollars. That will fund our police department at current levels, add on eight additional communication workers, and other police personnel. We will renovate Police Headquarters to improve their communications and security. The 800 megahertz system is now going out to public bid. That was only made possible by the cell tower legislation we passed to halt interference with our emergency communications. We have funded the first phase to equip our police vehicles with mobile computers. This effort will improve policing techniques. And to shore up our security, our police presence, our fire fighting efforts, and our aerial surveillance including policing violations of our environmental laws, I have sought funds to purchase a new helicopter and funds to refurbish the 32 year old existing fleet.

The fire department budget will increase nearly \$6 million dollars. Besides maintaining the current levels of outstanding service, it will fund a study of the EMS delivery system. The ongoing study of response times and the future plan for the placement of new fire stations will be completed soon and will serve as the planning document guiding further expansion of fire and EMS locations.

I know all of us would like to increase police and fire spending far beyond what is recommended. Our citizens want every assurance that their personal safety and security is our top priority. We are doing all that is possible within our limited resources and our spending priorities.

This year I have recommended more than a \$22 million dollar increase in the budget for the Board of Education. That means that two out of every three additional operating dollars the County has to spend are going to the Board of Education. That is a sound investment because these dollars will be going directly into the classroom. There are 22 new special education positions, 10 teachers for first grade class size reduction, and 8 new teachers for new enrollment. Last year, in my Budget Message, I raised a concern that the Board of Education was moving too quickly with the Middle School curriculum changes, but that concern went unheeded. Now, to comply with the State's mandate, the Board requests an additional 55 middle school teachers. We have deferred other important priorities in order to fund 40 of those requested teacher positions. We expect that the new middle school teachers will make an immediate difference in reading ability and test scores.

For four years, our strategy has focused laser-like on directing every available dollar to the classroom and to the teacher. We spent more than \$7 million to bring technology into the classroom. We have added more than 330 new positions. Teacher salaries have been raised by 15% including this year's funded 2% raise effective January 1<sup>st</sup> B the same raise that all County employees will receive.

I also propose to continue the repair of our aging schools by funding the Board of Education's full request. Since 1999, we have spent over \$150 million on the repair of our schools, a staggering amount of money considering the years of past neglect.

I also propose funding the Board of Education's capital request to begin or complete the new Mayo Elementary School, the replacement for Marley Elementary School, the Marley Middle School, the Seven Oaks Elementary School, the Crofton Elementary School Gymnasium, and the Science Lab

Modernization Program. We will begin the funding for Tracey's Elementary School and Lake Shore Elementary School next year and then we will begin the addition and air conditioning for Arundel High School.

Over our tenure together, will have spent more than \$100 million to begin and complete capital projects for new schools, replacement schools, and new additions. Of course we would like to do more for all the parents, children and teachers who have waited for their turn. But every year the cost of building a new school C be it elementary, middle or high school C continues to climb out of control. This year some high priority school projects were funded but delayed because we cannot afford to build right now. Other school projects have been funded but not at the higher dollar levels. The rising costs may be caused by new Board of Education building specifications to reduce class sizes and to accommodate all day kindergarten. These new standards raise the cost of a new elementary school to \$20 million.

I am not confident that we have done everything necessary to contain these rising costs of school construction. We owe it to the taxpayers, and most importantly to all those who patiently or impatiently await their turn, to make sure that we are getting dollar for dollar value in school construction.

To do that, I will appoint a special five-member blue ribbon commission of construction experts to study these rising costs and recommend ways to improve our design, bidding, construction, and construction management procedures. If this commission can help save money and cut down on the time and costs for school construction, then everyone in this County will benefit.

Our commitment to public education at every level includes Anne Arundel Community College, voted the best community college in the country. This year, there are funds to complete the Center for Applied Learning and Technology. But more importantly, the construction of the satellite campus at Arundel Mills is on track. This new campus will strengthen the mission of life-long learning and will offer new opportunities for partnerships with our high tech industry. The tuition rate will rise \$2 per credit this year to preserve our gains and to build for the future. This is a small price to pay for the best. We should congratulate Dr. Smith and her Board of Trustees for their outstanding achievements with limited resources.

Another extension of life-long learning is being funded in this proposed Budget **B** the completion and staffing of the Crofton Library and the final installment of \$8.4 million to complete the West County Regional Library. The public will use and appreciate these two facilities for many years to come. I want to publicly thank the Library Board and the library staffs for all that they do to enrich the lives of our children and our adult population.

I said earlier that we have to bring this County into the 21<sup>st</sup> century in information technology. I am transmitting to you today the plan for the creation of the Office of Information Technology. The master plan includes the strategic plan, the transition plan, and the proposed funding plan. We will pay for this new department with existing resources consolidated under one agency. It will insure the best use and optimal coordination of all of the County's resources for production, application, technical services, telecommunications, and geographic services. To staff the new department, we will transfer 75 positions from Central Services, 12 from Public Works, 2 each from Planning & Zoning and Inspections & Permits, and 1 from the Detention Center.

This new department will allow for effective network building, completion of fiber-optic installation, the 800 MHz trunked radio system, mobile data computing, land use system replacement and so many more benefits. I am requesting \$4 million in capital project monies for fiber-optic equipment, the replacement system for permitting, subdivision and licensing, and mobile data units for police and fire. We live in exciting times in information technology and Anne Arundel County will not be left behind.

Over the past several years, I have spoken often about this County's impressive economic growth, even with its revenue cap limitations. In the last three years, more than 10 million square feet of new or expanded commercial space has been built with a capital investment in excess of \$767 million dollars. The economic expansion happened because we charted a course for this County that emphasized quality of life from all vantage points.

The combination of enormous growth in private sector investment and in government contracting will fuel further economic growth and job creation. BWI Airport continues with unabated expansion with a tremendous impact on our economy but it also complicates congestion of our roads and must contribute fairly to dealing with that. I am sending legislation to you to raise the parking tax at the airport to \$1.00, but effective in December of this year. I promised the State that the parking tax would not be raised a second time in my first term and that promise will be honored. These new dollars are not accounted for in this Budget and cannot be until the legislation has passed. The parking tax increase should raise an additional \$2-3 million annually and will serve as an important hedge against any economic downturn.

Our Economic Development Corporation served the County so very well in this economic expansion. Its leadership has been the key factor in luring high technology companies to our County. One of their important projects

has been to foster the redevelopment of the David Taylor Research Center. I have funded the final installment of the County appropriation necessary for the property transfer. The enabling legislation to permit the land transfer from the Navy to the selected private developer will be submitted to you shortly. This has been an arduous process requiring a careful balancing of the community's concerns with the complexity of the Navy negotiations which stretched over too many years but at last is complete.

Let me mention just a few of the many other important projects. The North County Golf Course is under construction despite the many legal obstacles put in its way. Special Olympics will partner with the County to build the East Park Aquatic Facility Center, made possible because the State gave us special funding even as it denied other Counties' requests for meritorious projects. More dog parks are on the way. The developer for the Bates School Project has been selected. The historical renovation will now move forward and new senior housing units will be created. Our recreation and parks program continues to expand to meet the crushing demands of our citizens. Just one telling example: 15,000 more visitors came to Quiet Waters Park this March than last.

Other capital projects include \$11 million for more road resurfacing and rehabilitation, additional funding for the Parole Intermodal Facility, and substantial funding for various dredging and waterway projects. We have proposed nearly \$4 million in grants for human services programs and the cultural arts.

Each of the capital projects I have discussed have been subject to the scrutiny of the Planning Advisory Board, whose members log countless hours reviewing every proposed project. My capital budget does not always agree with their recommendations but I always carefully consider their point of view. I thank them for their time and their professionalism.

I have also discussed a number of State grants and State-funded programs, particularly in education. We have to publicly thank our delegation, and our Governor, for the tremendous support that they give to us every year. They have our gratitude.

I have proposed full funding for agricultural preservation. I am so very proud that we have preserved more land in the last three years than in the previous 17 years. We now have many additional farmers waiting in the wings for a new round of funding. These preservation efforts have always been at the forefront of quality of life and environmental concerns that I believe most citizens share. The program is fully funded to match the maximum anticipated market levels of interest. This coming year promises to be a banner year due in part to our program reorganization and due in part to an increased awareness of the program's benefits. We intend, for the first time, to close on three rounds of Installment Purchase Agreements.

In other aspects of the environmental arena, we have passed critical area legislation. We lead the way with recycling with a 40% rate of participation for the last three years. We have the Save Our Streams initiative in place. We lead the way in the Severn River Watershed Study. We are in community partnerships to protect Open Space and we are leaders in the Greenprint program. We have a goal of preserving 70,000 acres **B** in partnership with the State **B** for the Greenways Master Plan.

We are broadening our environmental efforts. The Stewardship Initiative is a prime example of our commitment. This will force a **A**culture change@in Planning and Zoning. We will also strengthen our policing efforts to insure compliance with environmental laws. The Helicopter Program will be used by the staff of Inspections and Permits to cover the vast expanse of the County and give new insurance that environmental violations are not occurring.

When we talk about programs and services of the County, we have to publicly acknowledge our dedicated public employees. They work long hours and often do not receive compensation commensurate with the scope of their responsibilities. We have budgeted a 2% raise for all non-represented County employees effective January 1. We wish it could be higher. But we

must recognize that collective bargaining agreements are in place for represented employees through next year. It was those agreements that made our employees' compensation competitive with surrounding jurisdictions. For example, our police and fire will have received raises equal to 16% over a 3 year period. We did all this through bargaining in good faith, not through any mandated system of binding arbitration.

The thousands of unpaid volunteers, those who sacrifice their time and talent to make this County excel, also deserve our public recognition. These are the selfless members of Boards and Commissions, like the MBE Committee, the Economic Development Board, the Animal Control Commission, the Severn River Commission, the Cultural Arts Board, the Personnel Board, the Fire Advisory Board, the Women's Commission, the many hundreds of citizens that serve on the Parks and Recreation Councils, and so many other valuable volunteer efforts, too numerous to mention here. I thank all of you for what you do for this County.

This Budget continues my unwavering support for our senior citizens. The Department of Aging programs will be further strengthened. One new program change will eliminate the \$10 fee for senior citizen centers. But the most important change is the proposed expansion of the County Homeowners Property Tax Credit. I promised that we would give more property tax relief to our senior citizens and this Budget delivers on that promise. For those seniors who qualify, no property taxes would be paid for the first \$12,000 of their total income. For those seniors with incomes of up to \$16,000 and up to \$20,000, their County property tax credit would increase by 57% and 46%, respectively. This is an important first step to keeping senior citizens from being driven from their houses because of escalating property taxes.

This proposed Budget maps out the building blocks for the future. The future of this County requires actions, not just words. John Mellencamp, a popular recording artist, captured it best with these lyrics:

It's what you do and not what you say.  
If you're not part of the future then get out of the way.

How do we realize our vision of Anne Arundel County as the premier county in Maryland? What is the future plan for our county? It is to keep the course that has been charted in this Budget and in the previous three Budgets.

First, strengthen the public education system in the classroom, where all learning takes place.

Second, promote more high-end business creation that is environmentally friendly and brings high paying jobs for our people.

Third, control residential growth and adhere to Smart Growth principles.

Fourth, be prudent with budgets and taxes and capture the status of AAA bond rating for this County.

Fifth, improve our roadways and other infrastructure at the same time as we explore transportation alternatives.

Sixth, continue to repair our schools and build new ones at the same time that we build libraries, golf courses, aquatic facilities, parks and trails.

Seventh, promote more cultural and recreational opportunity for all of our citizens.

Eighth, accelerate our efforts to preserve agricultural land. There is not much time left and we must seize every opportunity to do so while we still can.

We will continue to follow this charted course of action through partnership and open dialogue. We have been successful because we partnered with all interest groups: education, business, Chambers of Commerce, environmental groups, the Community College and anyone else that wants to make this County prosper. Civility promotes that partnership and dialogue and it will continue to be the trademark of this County. I am very proud of everything that has been accomplished in three and **2** short years. The County is strong, our quality of life has improved, and, as a steward of this County, I intend to make it better in the coming year.

Thank you.

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